

THE LABOUR GAZETTE

JULY 1953
VOL. LIII No. 7

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82nd Annual Meeting,
Canadian Manufacturers'
Association

Effects of
Plant Expansion in
Ontario, 1948-53

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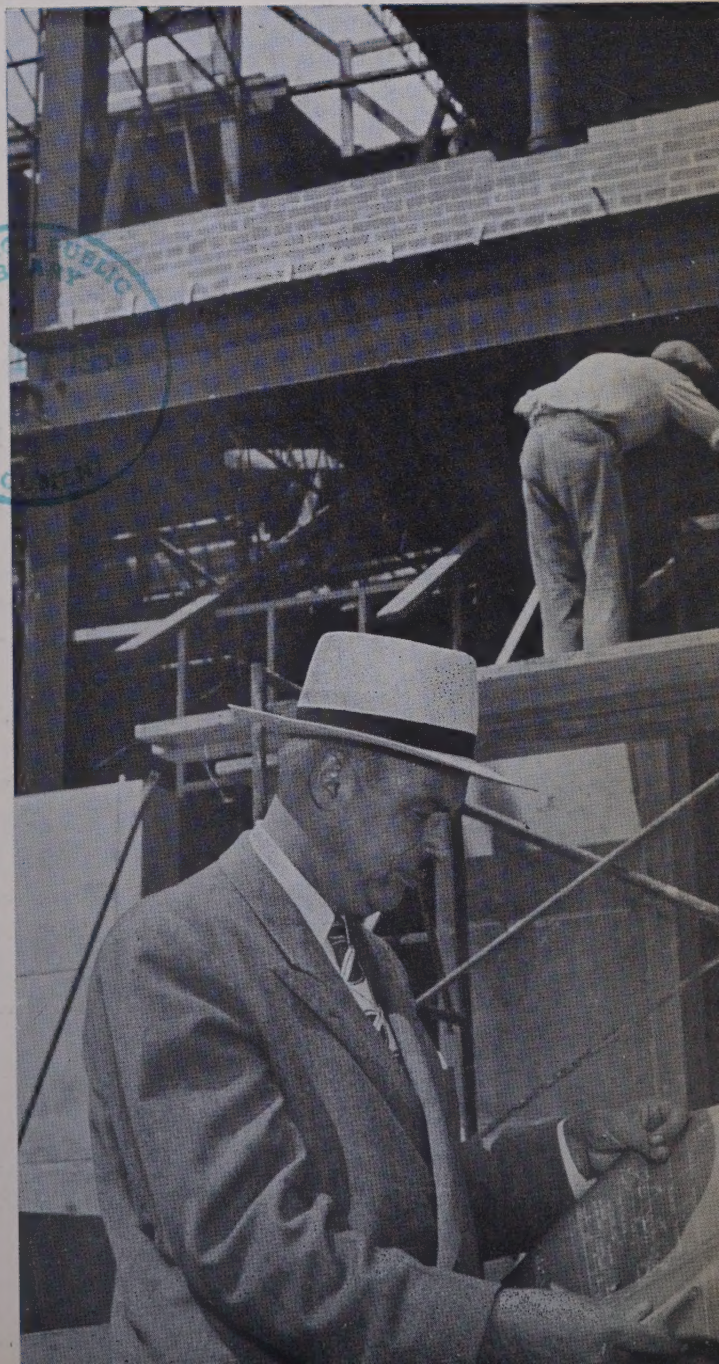
Wage Rates for Labourers



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manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

THE usual yearly influx of students into the labour market occurred in June. This increase in labour supplies was more than matched by the further expansion of seasonal employment activities and hiring by employers to replace an increasing number of workers on vacation. The expansion of construction work continued to maintain employment levels in that industry well above last year's levels. By the first of July, work on most construction projects in the country was nearing peak seasonal levels.

The demand for labour continued to be more evenly distributed than last year; 85 local labour markets out of a total of 115 in were approximate balance by the first of July, compared with 80 at the beginning of June and only 75 at July 1, 1952. At the same date last year, 26 local areas had labour surpluses and 15 labour shortages, compared with only 22 and 8 respectively this year.

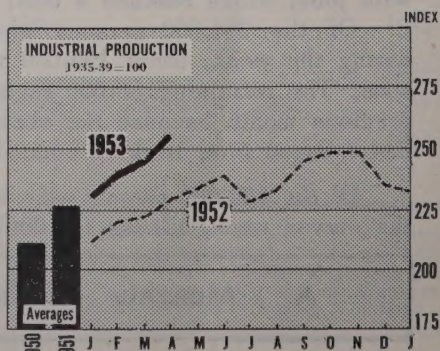
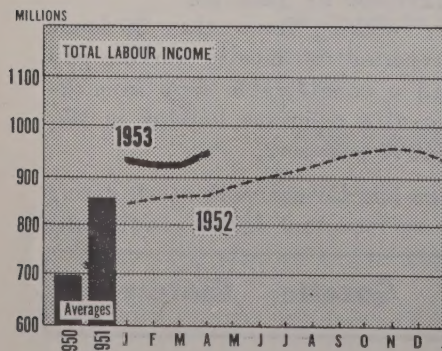
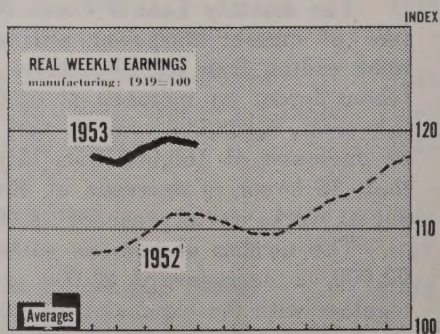
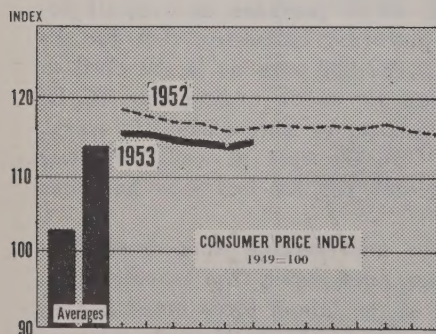
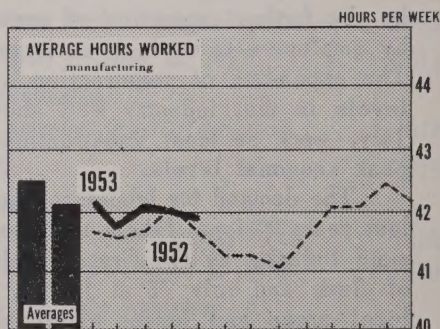
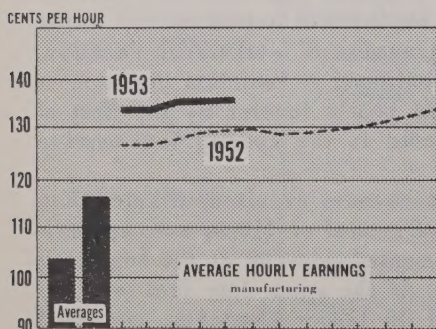
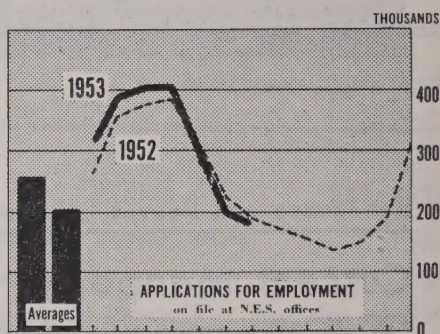
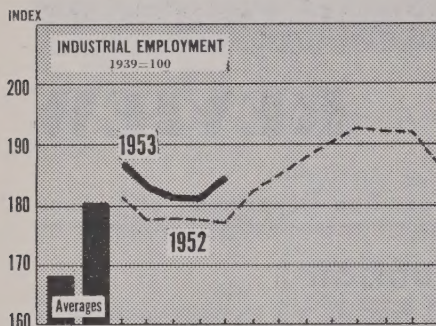
The monthly Labour Force Survey, which provides an over-all picture of current manpower utilization patterns, estimates that for the week ending June 20, 1953, there were 5,387,000 persons in the civilian labour force, an increase of 66,000 from the week ending May 16. Of this total, 4,888,000 were at work for 35 hours or more during the week, an increase of 168,000 from May 16; 284,000 were at work for fewer than 35 hours, a decrease of 104,000; and 125,000 had jobs but were not at work, an increase of 26,000.

The number of persons without jobs and seeking work dropped to 90,000, a decrease of 24,000 or 21 per cent during the month. This, together with the expansion in the size of the labour force noted above, accounts for the monthly increase of 90,000 in the number of persons with jobs, which reached a total of 5,297,000 by June 20.

Of the 284,000 persons who were working fewer than 35 hours during the week, about 195,000 were reported as usually working part time. The remaining 89,000 represented a considerable drop from the previous month because the observance of a religious holiday in May had reduced total working hours for 59,000 workers.

Of the 120,000 persons who had jobs but did not work at all during the survey week, illness (48,000) was an important factor contributing

CURRENT LABOUR TRENDS



to their absence, although the figure decreased by 6,000 from the previous month. About 50,000 persons were away because of vacations, this total being 30,000 higher than at May 16.

It was estimated that 90,000 persons were without jobs and seeking work during the survey week. Another 11,000 worked part of the survey week but were also actively seeking other work, making a total of 101,000 persons actively seeking work during the week ending June 20. This is a drop of about 23,000 from May 16, and of 75,000 during the last two months.

Supplementary information with respect to regional labour market patterns is available from data on registrations for employment collected at local National Employment Service offices. At June 18, applications on file totalled 179,282, a drop of 62,722 or more than 25 per cent from the previous month. Once again, the Quebec and Atlantic regions showed the greatest decreases, with monthly declines of 29,067 and 12,532 applicants respectively.

The Quebec total of 63,051 at June 18 was slightly below the figure a year earlier, while that for the Atlantic region (25,877) was still moderately higher than last year's. In the Ontario region, there was a smaller decline of 5,147 in applications for employment but the total at June 18 (48,151) was still well below last year's, when there were more than 59,500 applications on hand at local offices.

The figure for the Prairie region dropped by 9,500 during the month to a total of 19,064 on June 18. This was slightly higher than last year. In the Pacific region, applications on file at June 18 totalled 23,139, a decrease of 6,400 from May 14 and 6,241 from the same date in 1952. The latter figure does not permit a valid year-to-year comparison, however, since there were a good many construction and forestry workers on strike during June, 1952.

While labour surpluses declined steadily in most regions, a few areas, mainly in Eastern Canada, still reported an excess of supply over demand at the end of June. In most of the smaller areas affected, the main factors contributing to this situation were fewer job opportunities this year in the primary industries and construction. In the larger centres, on the other hand, lay-offs in the primary textiles and aircraft industries added to the available labour supply. A lay-off of about 1,200 men also occurred in a coal mining centre in Cape Breton.

Employment levels in the industrial areas of Canada, particularly in Ontario, continued to exceed last year's levels. The production of durable goods in May was nearly 15 per cent higher than last year and the output of non-durables about eight per cent higher. During the same month, the number of dwelling units begun was about 40 per cent higher than last year and the number of units actually under construction at June 1, 1953, about 34 per cent higher. The output of items such as automobiles and television and radio sets has been considerably higher than last year. This high production level is reflected in retail sales which, for the first five months of 1953, were nearly seven per cent higher than last year. Sales of appliances were more than 20 per cent higher and of automobiles nearly 15 per cent higher. To date, therefore, demand has generally kept pace with rising output which, in turn, has resulted in increased over-all employment.

Labour—Management Relations

BY early summer, the industrial relations picture for 1953 was becoming clearer. In many of the most significant bargaining situations, settlements had been reached or negotiations were well under way. Wage increases were generally smaller this year than in 1952 but the trend towards improvements in such 'fringe' items as hours, vacations and pension and welfare plans continued. Many of the wage settlements gave special consideration to skilled workers by increasing pay differentials which had tended to narrow on a percentage basis as a result of flat across-the-board increases common during the recent period of a rising cost of living.

The continued trend towards shorter hours is reflected in the Economics and Research Branch's survey of working conditions in Canadian industry as of April 1, 1953. Preliminary returns for the manufacturing industries, covering almost 800,000 plant workers in 6,100 establishments, indicate that about 42 per cent are now on a 40-hour standard work week. About 78 per cent of the plant workers surveyed are on a 5-day week. Of 180,000 office employees covered in preliminary returns, 84 per cent are on a 5-day week and about half are on a standard week of 37½ hours or less.

Negotiations for 1953 were accompanied by a minimum of strike activity, time loss so far this year being considerably below the post-war average.

Current Negotiations. Although agreements in Canada's basic steel industry remain in effect until next year, they provide for re-opening negotiations on wages this year. Accordingly, bargaining over wage rates began in the latter part of June between the United Steelworkers of America (CIO-CCCL) and two companies, the Steel Company of Canada Limited at Hamilton and the Algoma Steel Corporation at Sault Ste. Marie. An 8½-cent-an-hour increase was negotiated in the United States this year under a similar wage re-opening arrangement.

Negotiations for new work contracts in sections of the pulp and paper industry were resumed in June (L.G., May, p. 644). Ontario newsprint and pulp mills failed to reach agreement after several meetings with 11 AFL-TLC unions including the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Brotherhood of Paper Makers. The dispute centered on wages, the unions seeking a five-per-cent increase for the 15,000 workers covered and the companies proposing a three-per-cent reduction. A conciliation board has been requested.

In Quebec, two newsprint companies signed new agreements with the National Federation of Pulp and Paper Workers (CCCL). New one-year agreements covering employees of the Consolidated Paper Corporation at Port Alfred, Grand'Mere and Shawinigan Falls provide for a general wage increase of 12 per cent, setting a base rate of \$1.41, as well as a 40-hour week and increased shift differentials. Price Bros. and Co. Limited also signed a new work contract for its Kenogami and Riverbend mills. The basic rate was increased to \$1.38 and the work week

reduced from 48 to 44 hours, effective immediately. At the request of the union, the work week can be further reduced to 40 hours with a \$1.41 basic rate between August 1 and November 1 of this year.

Negotiations are also reported to be in progress between the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Brotherhood of Paper Makers and pulp and paper mills in British Columbia employing about 5,500 workers.

A one-year agreement was reached between the Coal Operators' Association of Western Canada and District 18 of the United Mine Workers of America (CCL), following several months of bargaining and conciliation. Applying to more than 6,000 miners employed by 19 companies, the agreement is similar to that recommended by a conciliation board, although some of the recommended changes in the vacation plan are not incorporated in the new contract. A wage increase is not provided but employer payments to the welfare fund are to be increased by five cents per ton of coal mined.

In Nova Scotia, the other major coal mining area, agreement had not yet been reached between the Dominion Coal Company and District 26 of United Mine Workers of America. In a vote July 7, the workers turned down a conciliation board report which recommended that both parties drop their demands and renew last year's contract.

In the automobile industry, the settlement at Ford Motor Company of Canada was reported last month (L.G., June, p. 798). Since that time, the United Automobile Workers (CIO-CCL) reached agreement with the Chrysler Corporation of Canada Ltd. for a 6-cent across-the-board increase for 6,000 employees at Windsor and Chatham. Subject to ratification by the union members, agreement was reached between General Motors of Canada Limited and its subsidiaries and the United Automobile Workers on revisions to their five-year contracts covering a total of approximately 20,000 workers. These include General Motors employees at Oshawa and Windsor, workers at the McKinnon Industries in St. Catharines, at Frigidaire Products in Toronto and at the General Motors Diesel plant in London. Particulars of this development were not available at the time of writing. Some 800 office workers at Ford Motor Company of Canada in Windsor, represented by local 240 of the union, also had their salaries revised. The new wage structure represents an increase of about \$10.40 a month for each employee.

Negotiations have been in progress for some time in important areas of the metal-mining industry. In Northern Ontario and Quebec, the United Steelworkers of America (CIO-CCL) are still in negotiation with two of the largest mines. At Timmins, Ont., bargaining and conciliation of McIntyre Porcupine Mines Limited so far failed to produce a settlement. A board of conciliation recommended an increase of seven cents an hour, check-off of union dues and other benefits. When this was rejected by the company the union members voted in favour of strike action. The main item of dispute there appears to be union security, which the union has been seeking for some time. Differences between the same union and Noranda Mines in Quebec are being dealt with by a board of conciliation. Negotiations have also been in progress for some time

in several of the smaller mines in the Timmins area. During mid-July work stoppages occurred at four mines.

A conciliation board is dealing with a dispute between the Consolidated Mining and Smelting Company and Trail, Kimberley and Calgary locals of the International Union of Mine, Mill and Smelter Workers (independent). The pension plan is the major item still unsettled.

Contract negotiations were in progress or will begin shortly in several large Quebec and Ontario textile firms. The United Textile Workers of America (AFL-TLC) took advantage of the re-opening provision in its two-year agreements with Dominion Textile Limited of Montreal and Montreal Cottons Limited of Valleyfield, on the question of wages. The union requested a 10-cent-an-hour wage increase; the companies proposed a 5-cent-an-hour decrease. In Ontario, the Textile Workers Union of America (CIO-CCL) reached an agreement with Courtauld's, Cornwall, for a 5½-cent wage increase plus incorporation of a 14½-cent cost-of-living bonus into wage rates. The same union is negotiating at the mills of the Monarch Knitting Company in Toronto, Dunnville and St. Catharines and bargaining is expected to begin soon at Canadian Cottons Limited in Cornwall and Hamilton. Agreements were recently re-negotiated in a number of the smaller textile plants in Quebec and Ontario. In many others, bargaining will begin shortly.

In addition to settlements reported in this Review over the last two months, further agreements were reached in many areas across Canada for the building trades. Wage increases for the most part ranged from five to twelve cents an hour. Important bargaining in this industry is continuing, particularly in the Maritimes and in Alberta. The Toronto Builders' Exchange settled with the carpenters and electricians, providing increases of 10 and 12 cents an hour respectively.

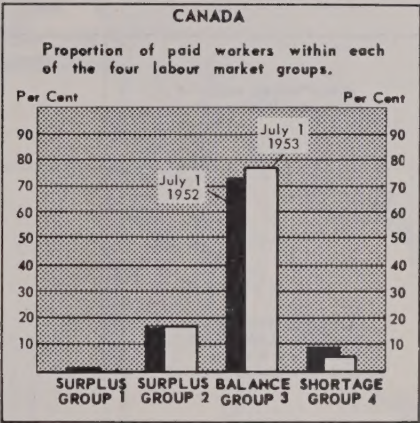
A wage increase of five cents an hour, plus incorporation into basic rates of nine cents of a cost-of-living bonus, was unanimously recommended by a conciliation board in the dispute between the International Woodworkers of America (CIO-CCL) and Forest Industrial Relations Limited, representing British Columbia coastal logging operators. Some 32,000 B.C. lumber workers are affected.

Agreement was reached between the Canadian Merchant Service Guild and several west coast shipping firms operating in British Columbia. The two-year agreement provides a 6-per-cent wage increase, a type of 'Rand Formula' and other benefits. Wage rate negotiations may be re-opened after one year. Three boards of conciliation dealing with differences between the Canadian National Newfoundland Steamship Service, the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) and the Canadian Merchant Service Guild reported. The major recommendations are a 5-per-cent wage increase effective January 1, 1953, and certain changes in stand-by wages.

In the hotel industry, a significant agreement was reached between 31 Vancouver hotels and the Hotel and Restaurant Employees' and Bartenders' International Union (AFL-TLC), providing for a 40-hour week and other benefits. Negotiations for a 40-hour week and other matters were also in progress between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Hotel Vancouver. Bargaining between the same union and other railway hotels across the country is also beginning.

Manpower Situation in Local Areas

LABOUR surpluses in local areas continued to decline during June as labour requirements in such seasonal activities as construction continued to increase. The seasonal increase in activity, though not as great as that which occurred in the previous month, was large enough to produce a substantial change in labour market classifications. By the beginning of July, labour surplus areas had decreased to 22 from 28 a month earlier, areas of balanced labour supply and demand had increased from 80 to 85 and areas of labour shortage from four to eight.



The demand for labour continued to be more evenly distributed than it was last year. Eighty-five labour markets covering 77 per cent of all paid workers were in balance by the first of July, compared with 75 areas and 73 per cent of all paid workers at July 1, 1952. The increase was spread fairly evenly over all types of areas except the metropolitan centres. In this classification St. John's, Nfld., failed to move into the balanced group as quickly as it did last year owing to a less rapid expansion of construction activity.

Labour demand was not, however, evenly balanced with supply in all parts of the country. Eighteen of the 22 surplus areas were located in the Quebec and the Atlantic regions. On the other hand, the Prairie region contained six of the eight shortage areas. Almost all areas in Ontario and the Pacific region were in balance, the most notable exception being Vancouver—New Westminster where moderate surpluses continued.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	July 1 1953	July 1 1952	July 1 1953	July 1 1952	July 1 1953	July 1 1952	July 1 1953	July 1 1952
Metropolitan	—	—	2	1	7	8	1	1
Major Industrial	—	—	10	12	20	16	1	3
Major Agricultural	—	—	—	—	12	10	5	7
Minor	—	1	10	12	46	41	1	3
Total	—	1	22	25	85	75	8	14

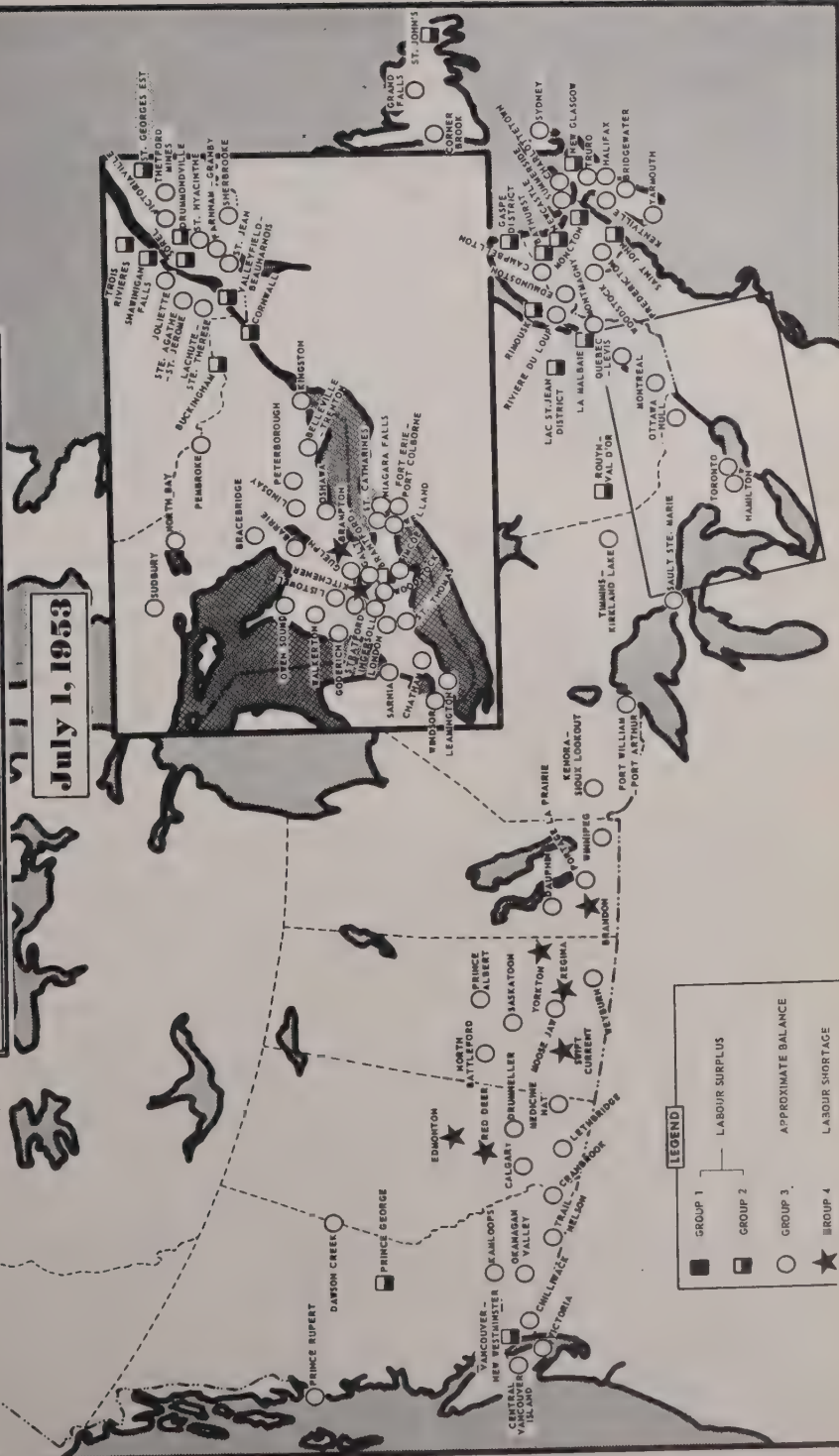
*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, JULY 1, 1953

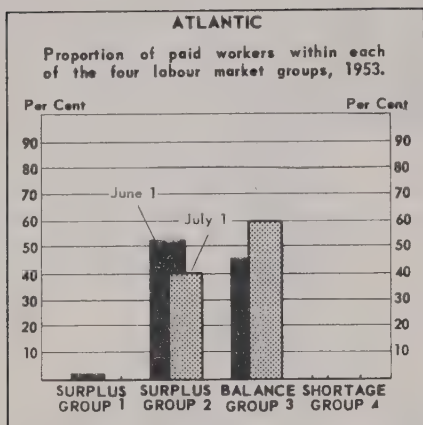
	LABOUR SURPLUS		APPROXIMATE	LABOUR
	Group 1	Group 2	Balance Group 3	Shortage Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		St. John's Vancouver - New Westminster	Calgary Hamilton Montreal Ottawa - Hull Quebec - Levis Toronto Winnipeg	Edmonton
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural industry)		Brantford Cornwall Lac St. Jean Moncton New Glasgow Rouyn - Val d'Or Saint John Shawinigan Falls Trois Rivières Valleyfield - Beauharnois	Corner Brook Farnham - Granby Fort William - Port Arthur Guelph Halifax Kingston London Niagara Falls Oshawa Peterborough Sarnia Sherbrooke St. Catharines St. Hyacinthe Sudbury Sydney Timmins - Kirkland Lake Victoria Welland Windsor	Kitchener
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)			Darrie Charlottetown Chatham, Ont. Joliette Kentville Lethbridge Moose Jaw North Battleford Prince Albert Rivière du Loup Saskatoon Thetford Mines	Brandon Red Deer Regina Swift Current Yorkton
MINOR AREAS (labour force 10,000 - 25,000)		Bathurst Buckingham Drummondville Gaspé La Malbaie Newcastle Prince George Rimouski St. Georges Est Sorel	Belleville - Trenton Erebebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Edmundston Fort Erie - Port Colborne Fredericton Galt Goderich Grand Falls Ingersoll Kamloops Kenora - Sioux Lookout Lacate - Ste. Thérèse Leamington Lindsay Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert Sault Ste. Marie Simcoe Ste. Agathe - St. Jérôme St. Jean Stratford Summerside St. Thomas Trail - Nelson Truro Victoriaville Walkerton Weyburn Woodstock, Ont. Woodstock, N.E. Yarmouth	Brampton

CANADIAN LABOUR MARKET AREAS

July 1, 1953



ATLANTIC



EMPLOYMENT increased seasonally in all parts of the Atlantic region in June. During the four weeks ending June 20, full-time workers increased by 18,000 to a total of 468,000. Part of this increase resulted from further seasonal additions to the labour force and part from a reduction in the number of persons without jobs and seeking work.

Seasonal industries such as construction, sawmilling, agriculture and mining exploration were chiefly responsible for increased employment in the region.

Construction, after starting slowly this spring, became quite active during June and it is anticipated that the demand for construction workers will further increase in the months ahead as work advances on large projects such as the expansion of naval facilities in Halifax, the improvement of Newfoundland's transportation system and the extension of the pier at Saint John, N.B. While the employment total for the region is about the same as a year ago, some of the industrial areas reported shortages of skilled workers. Most of the existing shortages were in the metalworking, electrical and skilled construction occupations.

The general increase in activity in the region brought five additional labour market into balance during June. By the beginning of July, 14 of the 20 areas had balanced labour markets compared with 13 a year earlier and nine at the beginning of May. However, since the areas that moved into balance were relatively small, the number of wage earners in the surplus category declined only slightly during the month (see bar chart).

Metropolitan and Major Industrial Areas. Although the labour supply in St. John's, Nfld., diminished both as a result of increasing activity and because workers took employment outside the area, the decrease was not sufficient to bring the area's labour market into balance. Manufacturing employment continued at stable levels except for a small lay-off of steel workers following a mechanical failure at a plant. The fishing industry experienced a contraction of its working force this year as workers found more lucrative employment in logging and construction.

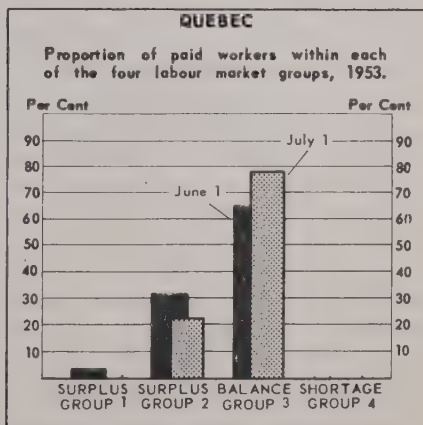
The continuing high levels of manufacturing and logging employment and the increasing demands for construction workers brought the Corner Brook labour market into balance. Sydney remained in the balanced labour market category, though 1,100 coal miners were laid off at the Glace Bay colliery. Increased activity in fishing, construction and logging and the re-hiring of steel workers who had been on an indefinite lay-off since last winter offset the decline in coal mining in this area. In Halifax there was a fairly heavy influx of tradesmen from other areas, including immigrants from the United Kingdom, and although most of them found

employment a shortage of certain skills continued. Requests for aircraft inspectors, aircraft fitters and mechanics were forwarded to other areas. Surpluses continued in Moncton despite a fairly heavy demand for nearly all types of skilled workers. This situation was the result of below-normal activity in trucking, and reduced lumber and pulp cutting.

Major Agricultural and Minor Areas. Labour supplies in almost all these areas declined rapidly during the month. Moderate labour surpluses existed only in Bathurst and Newcastle.

QUEBEC

EMPLOYMENT in construction and other seasonal industries continued to increase in Quebec during June but decreased in some manufacturing industries. The primary textile industry reported lay-offs and a good deal of short time. In addition, a considerable number of workers were released in the aircraft and ancillary industries. On the whole, however, employment in the region increased. Persons at work at June 20, totalling 1,447,000, exceeded the number reported both a month and a year earlier.



The labour market situation in the major industrial areas remained unchanged during the month. Of the minor and agricultural areas, however, two reduced their surpluses sufficiently to be classified in the moderate surplus group and three eliminated them, thus bringing their labour markets into balance. By the end of June, 13 areas covering 78 per cent of the wage and salary earners in the province were in the balanced group. The 12 remaining areas still had some surplus labour.

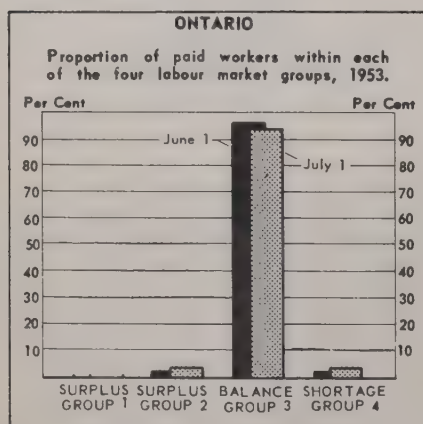
Metropolitan Areas. More than 1,500 workers were laid off in the aircraft industry in Montreal during June and several hundred more were released from sub-contracting firms as a result of the cancellation of a \$100 million order for aircraft by the United States Government. Although other orders have been placed, it was not considered likely that employment in the industry would regain its former high levels. Labour supplies were further increased by seasonally unemployed clothing workers and by high school students registering for work. Stable employment conditions in most industries, however, kept the area in the balanced category.

The labour market in Quebec city was balanced during June as labour requirements for the construction industry increased both locally and in northern areas. Manufacturing employment continued at a higher level than in the same period last year and seasonal lay-offs in the boot and shoe industry were at a minimum.

Major Industrial Areas. Very little change occurred in the industrial centres in Quebec during June, five out of eight continuing to have moderate labour surpluses. The heavier surpluses of the winter months had greatly diminished and further reductions were anticipated in most areas. Job opportunities, however, were fewer than last year in the Lac St. Jean and Rouyn-Val d'Or areas. Employment was lower in logging and mining in these districts and fewer alternative jobs were available in construction. While decreasing employment in the primary textile industry added to the labour supply, it did not change the general labour market situation in the four areas in the Eastern Townships.

Major Agricultural and Minor Areas. Labour surpluses declined in most of the 15 major agricultural and minor areas during the month. Areas with balanced labour markets increased from five to eight and those with moderate surpluses decreased from eight to seven. Further improvement was expected as more workers leave for employment at resource development sites. Labour surpluses of considerable size continued, however, in smaller manufacturing centres such as Drummondville and Sorel, where workers were released from textile and defence-connected industries.

ONTARIO



EMPLOYMENT levels in Ontario continued to rise during June, bringing the total number of full-time workers to 1,763,000 by June 20, an increase of 45,000 from the previous month. Labour supply and demand, however, continued in approximate balance, since an addition of 43,000 to the labour force accounted for almost all the employment increase.

Seasonal demand for labour continued strong in the farming, construction, lake shipping, fishing, summer resort, and food processing industries during June. The begin-

ning of the hay harvest accelerated the demand for harvest help but the arrival of more than 300 German farm workers and about 350 harvesters from the Maritimes helped to meet the demand. Residential construction also continued above last year's level and, since building activity is more evenly distributed this year than last, the market for construction labour was more nearly balanced throughout the region. Most manufacturing plants operated at near capacity but some lay-offs and short-time occurred in the farm machinery, textiles, clothing, fur, rubber, automobile and truck assembly industries. Although labour was in tight supply in most areas of Ontario, there was not much unfilled demand except for engineers, electronic and electrical technicians, automobile mechanics and repairmen, some types of draughtsmen and farm hands. Students seeking summer employment filled many unskilled jobs but there was still a surplus of unskilled female workers in some areas.

During June, there was little change in local labour market situations; one area moved from balance into shortage and another moved from balance back into moderate surplus. At the beginning of July, 35 areas had approximately balanced labour markets, two had a general shortage of labour and two some labour surplus. Although there were fewer people unemployed in Ontario than a year ago, only two areas had labour shortages compared with five last year. This indicates that activity, especially construction, is more evenly distributed this summer.

Metropolitan Areas. The strong demand for engineers, qualified stenographers and experienced construction workers continued in Ottawa and Toronto but much of this demand was filled by recent graduates and by immigrants from the United Kingdom. All three metropolitan areas, Toronto, Ottawa-Hull and Hamilton, still had approximately balanced labour markets. However, there was a substantial increase in labour supply in Hamilton during June and early July as high school students looked for summer jobs and as temporary lay-offs occurred in some manufacturing industries.

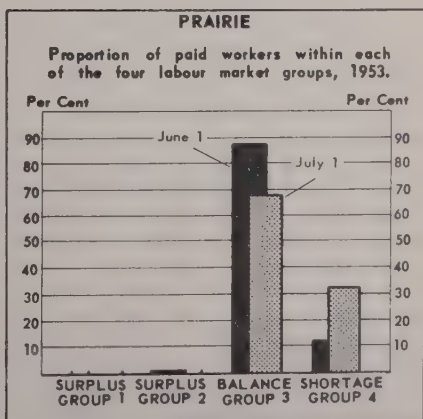
Major Industrial Areas. Employment in most industrial areas in Ontario continued at near-capacity levels, suitable labour being very scarce. All but three of the major industrial areas, however, still had approximately balanced labour markets. Kitchener still experienced some shortage of farm hands, construction workers and automobile mechanics but most of the demand for skilled workers and professional people was met. The labour surplus in Brantford continued but was gradually being reduced as workers obtained jobs in nearby areas. Cornwall moved back into the surplus category owing to the influx of students into the labour force and a number of temporary industrial lay-offs.

Major Agricultural and Minor Areas. The heavy demand for farm labour brought Brampton into the labour shortage category. The labour supply was also becoming tight in most of the other major industrial and minor areas but most requirements continued to be filled locally.

PRAIRIE

DURING June, labour requirements in the Prairie region continued to expand seasonally although the emphasis in activity shifted from agriculture to construction. By the week ending June 20, full-time workers numbered 877,000, an increase of 4,000 from the previous month. At the same time, the agricultural labour force decreased by 5,000.

Crop prospects worsened during May and early June as a result of heavy rainfall, which delayed planting and reduced the acreage seeded to grain. With the exception of



agriculture, however, activities in the region continued to expand. At the beginning of May, non-agricultural employment showed a year-to-year increase of five and one-half per cent, compared with three and one-half per cent for the country as a whole. Two-thirds of this increase occurred in trade, manufacturing and construction. One-half of the increase occurred in Alberta which, in terms of industrial employment, is now almost as large as Manitoba.

The rising level of construction activity during June was accompanied by a tightening labour supply in urban centres which was only partially relieved by the steady influx of workers from other parts of the country. The flow of workers to the larger cities created, in turn, a rather tight labour situation in many of the smaller areas. During the month, labour shortages developed in Edmonton, Yorkton and Red Deer, bringing the number of areas in the shortage category to six. With the elimination of the labour surplus in Drumheller, labour demand and supply in the remaining areas of the region were in balance.

Metropolitan and Major Industrial Areas. The large volume of defence, industrial and residential construction in Edmonton made strong demands on the labour force in spite of its rapid growth. Welders, plumbers and motor mechanics were particularly scarce, as were female workers for a variety of sales and clerical occupations. About 2,600 construction workers will be released gradually during the summer as the new Canadian Chemical Company plant in Edmonton is completed but it is expected that they will easily find employment in housing construction and on defence and industrial sites in Edmonton, Fort Saskatchewan and Cold Lake. Several hundred workers were being recruited for the new Edmonton chemical plant which will have an initial complement of 750 employees.

Apart from the seasonal increase in construction, conditions in Calgary and Winnipeg showed little change during June. In Fort William-Port Arthur, however, available labour supplies dwindled further as summer woods work increased. Employment in aircraft and motor vehicle manufacturing and in shipbuilding continued at a high and stable level.

Major Agricultural and Minor Areas. In these areas, the decline in labour requirements resulting from the completion of seeding operations was replaced by the increasing needs of the construction and railway maintenance activities. Aside from the usual shortages of waitresses and domestic service workers, the greatest shortages in most areas were of construction tradesmen, welders, automobile mechanics, stenographers and office and sales clerks. The shortages were most evident in Brandon, Regina, Red Deer, Swift Current and Yorkton.

PACIFIC

AFTER increasing by 14,000 in May, the number of full-time workers in the Pacific region rose by a further 2,000 to a total of 389,000 at June 20. An exact year-to-year comparison of the employment situation was difficult to make because of the forest industries' strike last year but it was estimated that the general demand for labour was still not quite as strong as at the same time in 1952.

The temporary labour requirements of berry harvesting and the rising level of construction work were mainly responsible for the increased employment during the month. Expansion of construction employment in the region was particularly rapid as work proceeded on 26 major projects which are expected to employ 17,000 men during the August peak period.

Production increased moderately in logging, fishing and mining, industries that had been mainly responsible for halting the rising trend of employment in the region

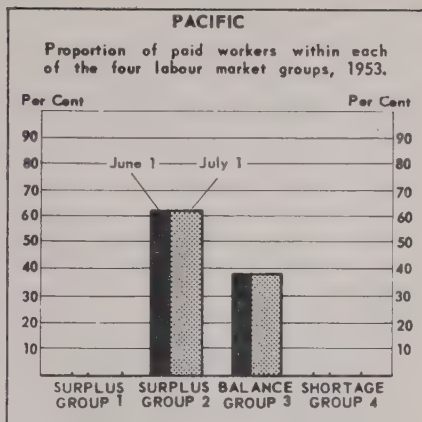
this spring. After a price settlement covering the summer fishing operations, fishing and fish-canning activity increased; employment in these sectors is expected to rise by a further substantial amount in the coming months. Additional logging camps re-opened during the month and those already in operation continued unhindered by the fire hazard that usually develops at this time. Crews in nearly all camps were still smaller, however, than in previous years. This was partly attributed to the uncertain outcome of wage negotiations now in progress. In base metal mining, the outlook improved as world lead and zinc prices recovered and some of the workers released last fall were rehired. No immediate return to the high employment levels of a year ago, however, was generally expected.

Increasing labour requirements cut into local labour surpluses but the reductions were not large enough to warrant any changes in classification of the areas in the region. By July 1, two areas still had slight labour surpluses and eight had balanced labour markets.

Metropolitan and Major Industrial Areas. Although a slight labour surplus persisted in Vancouver—New Westminster, increasing activity was evident in most industries by the end of June. The labour requirements of an exceptionally large residential construction program, together with the continuing demand from projects outside the area, reduced the number of idle construction workers to its lowest point in years. The workers in greatest demand were trowel tradesmen, welders and carpenters with experience in heavy construction work.

Employment levels in Victoria, with the exception of shipbuilding, remained virtually unchanged during June. At one yard 200 men were released during the past two months and further lay-offs are in prospect unless the firm receives more repair work. There was also a reduction in the staff of the naval dockyard.

Minor Areas. The increase in construction and other seasonal activity steadily absorbed the available labour in most minor areas. Demand for berry pickers and fruit thinners was heavy during the month, particularly in the Okanagan Valley. In Prince George, the lumber industry swung into full production after a lapse of six weeks. On Vancouver Island, surplus loggers were being steadily rehired.



Current Labour Statistics

(Latest available statistics as of July 10, 1953)

Principal Items	Date	Amount	Percentage Change	
			From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	June 20	5,387,000	+ 1.2	—
Persons with jobs (a).....	June 20	5,297,000	+ 1.7	—
Persons without jobs & seeking work (a).....	June 20	90,000	-21.1	—
Registered for work, NES (b)				
Atlantic	June 18	25,877	-26.6	+ 2.3
Quebec	June 18	63,051	-23.7	- 4.5
Ontario	June 18	48,151	- 5.2	-19.2
Prairie	June 18	19,064	-26.4	+ 1.4
Pacific	June 18	23,139	-17.2	-21.3
Total, all regions	June 18	179,282	-19.4	-10.0
Ordinary claims for Unemployment				
Insurance benefit.....	June 1	143,083	-33.5	- 0.3
Amount of benefit payments	May	\$12,195,255	-25.6	+17.6
Index of employment (1939=100).....	May 1	184.1	+ 1.1	+ 3.8
Immigration.....	May	20,905	+29.7	-27.0(c)*
<i>Industrial Relations</i>				
Strikes and lockouts—days lost.....	June	57,346	—	-84.2(c)
No. of workers involved.....	June	6,452	—	-78.1(c)
No. of strikes	June	31	—	-29.8(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	May 1	\$57.54	+ 0.4	+ 5.9
Average hourly earnings (mfg.).....	May 1	\$1.36	+ 0.5	+ 4.8
Average hours worked per week (mfg.).....	May 1	41.9	- 0.5	+ 0.5
Average weekly earnings (mfg.)	May 1	\$56.82	+ 0.1	+ 5.3
Cost-of-living index (av. 1935-39=100)	June 1	184.8	+ 0.7	- 1.3
Consumer price index (av. 1949=100)	June 1	114.9	+ 0.4	- 1.0
Real weekly earnings (mfg. av. 1949=100)	May 1	118.5	- 0.5	+ 6.2
Total labour income \$000,000	April	949	+ 2.7	+11.4
<i>Industrial Production</i>				
Total (Average 1935-39=100)	April	256.1	+ 3.9	+11.0
Manufacturing.....	April	272.6	+ 2.8	+11.4
Durables	April	339.6	+ 1.8	+14.8
Non-Durables	April	229.8	+ 3.7	+ 8.3

(a) Estimated by DBS on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. Labour force estimates are based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. They are subject to sampling error. In general the smaller the estimate, the larger the relative sampling error. The estimates, however, do show the numbers in the various labour force categories with sufficient accuracy for practical purposes.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*In the table for June, 1953, this figure should read -37.3.

Notes of Current Interest

Federal FEP Act In Effect July 1

The Canada Fair Employment Practices Act, passed at the recent session of Parliament (L.G., June, p. 832), came into effect July 1.

Like other federal labour legislation, the Act applies only to works and businesses within federal jurisdiction; but the hope was expressed by Parliament that the legislation would have far-reaching influence all across the country.

Specifically, the Act applies to such employments as navigation and shipping, railways, canals, telegraphs, aerodromes, aircraft and lines of air transportation, radio broadcasting stations, and banks, as well as to works or undertakings declared by Parliament to be for the general advantage of Canada. It applies also to federal crown corporations.

New Immigration Act Proclaimed in Force

The new Immigration Act and amendments to the Canadian Citizenship Act were proclaimed in force June 1.

The new Immigration Act clarifies and simplifies procedures; the changes in the Citizenship Act bring citizenship provisions in line with the Immigration Act. The new legislation does away with certain anomalies brought to light and standardizes the procedures in connection with immigration and with the acquisition of Canadian citizenship.

One-Fifth of Households Overcrowded in 1951

Nearly one-fifth of Canadian households were overcrowded in 1951, according to the Dominion Bureau of Statistics.

The Bureau, reporting in a 1951 Census bulletin on housing* that some 641,820 households (18.8 per cent of the total) were overcrowded, defines a crowded household as one in which the number of

persons exceeds the number of rooms in the dwelling. The definition does not take into account the ages of the persons or the sizes of the rooms.

Among urban centres, places with populations of fewer than 10,000 were found to have the largest proportion of crowded households, averaging 18.4 per cent, followed by localities of 10,000 to 29,999 with 16.8 per cent, cities of 100,000 or more with 15.7 per cent and centres of 30,000 to 99,999 with 15.4 per cent.

Sixty per cent of the crowded households and 67 per cent of the uncrowded were owner households. About 22 per cent of Canada's tenant households were crowded, compared with 17 per cent of the owner households.

The median rent was lower for crowded tenant households at \$28 a month than for uncrowded tenant households at \$36.

Housing Increase Continued in April

The upswing of new residential construction continued in all parts of Canada in April with both starts and completions substantially outnumbering those of a year earlier.

The Dominion Bureau of Statistics reported that 9,902 new dwelling units were started during the month, a gain of 39 per cent over the 7,127 started in April last year, and that completions were up 19 per cent to 6,325 from 5,325. The average length of time under construction was down nearly two months to 7.0 from 8.9 months in April, 1952.

Both starts and completions were higher than a year earlier in each of the first four months of this year, with starts up 52 per cent to 21,832 from 14,395 and completions up 34 per cent to 24,717 from 18,391 in the January-April period.

March Housing Total in U.K. Highest Since War

The number of permanent houses completed in Great Britain during March was 28,729 compared with 21,754 in March 1952. This is the highest month's total since the war.

In the first three months of 1953, 69,431 permanent houses were completed, compared with 53,609 in the same period of 1952.

*1951 Census Bulletin 3-13: *Crowded and Uncrowded Households* (50 cents).

May Housing Starts Down Slightly in U.S.

Housing starts in the United States totalled 107,000 in May, a decrease of about 3,000 units from April, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. Although the decline was slight, it was rather general throughout the country and represented the first April-May downward movement since the Second World War. A rise in housing activity had been expected in May after interest rates were increased for Federal Housing Administration and Veterans Administration mortgage loans.

May was marked by very heavy rainfall, and floods in a number of states, which may have prompted builders in some places to delay obtaining permits and starting construction.

On a seasonally-adjusted basis, preliminary estimates indicate that total housing starts were at an annual rate of 1,067,000 in May.

Supreme Court Rules On 4 Labour Cases

On June 8 the Supreme Court of Canada handed down four judgments dealing with decisions of Labour Relations Boards in four provinces.

The judgments upheld the British Columbia Labour Relations Board's decision that comptometer operators were not "confidential" employees, agreed with the Nova Scotia Supreme Court that the province's Labour Relations Board could not refuse to certify a union because one of the union officers was a Communist, rejected a Quebec court decision that upheld the decertification of a Montreal teachers' union for participation in an illegal strike and upheld the setting aside by an Ontario court of a certification order issued by the provincial Labour Relations Board to the Toronto Newspaper Guild.

In the *Safeway* case, the Court allowed the appeal of the British Columbia Labour Relations Board and the Retail, Wholesale, and Department Store Union, Local 580, against the decision of the British Columbia Court of Appeal (L.G., Feb., p. 284). That decision held that the Board exceeded its powers in ruling that comptometer and Powers machine operators were not "employed in a confidential capacity" within the meaning of the Industrial Conciliation and Arbitration Act. The Supreme Court of Canada restored the judgment of the British Columbia trial court which

upheld the Labour Relations Board's order including such operators in the bargaining unit for which it certified Local 580 as bargaining agent.

An appeal from the judgment of the Supreme Court of Nova Scotia in the case involving the application of the Industrial Union of Marine and Shipbuilding Workers of Canada, Local 18, for certification as bargaining agent for employees of Smith & Rhuland Limited was dismissed. The Nova Scotia Supreme Court had quashed the order of the Labour Relations Board dismissing the union's application on the grounds that one of its officers was a Communist (L.G., 1952, p. 937). The Supreme Court of Canada upheld the Nova Scotia Court's ruling that the Board lacked authority to dismiss the application on these grounds.

L'Alliance des Professeurs Catholiques de Montréal won its appeal against the judgment of the Quebec Court of King's Bench (Appeal Side) upholding the decertification by the Quebec Labour Relations Board of *L'Alliance* as the bargaining agent for teachers in the French Catholic schools of Montreal following an illegal strike (L.G., 1952, p. 301). The Supreme Court of Canada, with no dissenting opinion, set aside the judgment of the Quebec Appeal Court and restored the order of the trial court making the decertification order null and void.

In the *Globe Printing Company* case, the Toronto Newspaper Guild lost its appeal against the decision of the Ontario Court of Appeal (L.G., 1952, p. 615). The Supreme Court of Canada held that the Ontario High Court of Justice did not exceed its authority in setting aside a certification order issued by the Ontario Labour Relations Board to the Guild in respect of *Globe* employees.

Reasons for judgment in these cases will be reported in the Labour Law section next month.

\$137.50 Monthly Pension Now Paid by G.M., Too

Following the lead of Ford and Chrysler (L.G., June, p. 809), General Motors has also agreed to raise maximum pension benefits to \$137.50 a month under its contract with the United Automobile Workers (CIO).

All three United States automobile manufacturers now pay the difference between the worker's primary social security benefit of \$85 a month, up to the maximum of \$137.50.

March Labour Income Up in Canada and U.S.

Canadian labour income rose to an estimated \$928,000 in March, compared with \$862,000 in March last year, the Dominion Bureau of Statistics has reported.

Labour income in the United States also increased during March. The Bureau of Labor Statistics has reported that hourly earnings of factory workers producing durable goods rose 6.3 per cent between March 1952, and March this year. In the production of non-durable goods, average hourly earnings increased 3.9 per cent during the year.

In Canada, the cumulative total of labour income for the first quarter of 1953 was \$2,785,000,000, an increase of 8.5 per cent over last year's first-quarter total of \$2,566,000,000.

In the quarter, labour income was higher in manufacturing, utilities, transportation, communication, storage, trade, finance and services, and construction but lower in agriculture, logging, fishing, trapping and mining.

Ontario Accident Claims Increased Last Year

An increase in 1952 in claims for workmen's compensation is noted in the annual report of the Ontario Industrial Accident Prevention Associations.

A total of 94,349 claims was registered in 1952, compared with 87,867 in 1951, for injuries in the manufacturing industries represented by the Associations. Fatalities increased from 51 to 68.

The IAPA embraces 17 out of the 25 classes of industries covered under Schedule 1 of the Ontario Workmen's Compensation Act.

The increase in the number of compensation cases was probably the result of the addition of an estimated 40,000 new employees in the manufacturing industries and of the reduction in the waiting period—from seven to five days—which is required before an injured worker qualifies for compensation, the report pointed out.

Of the 94,349 accident claims filed, 1,137 were for permanent disability compared with 973 in 1951, 20,343 were for temporary disability, compared with 17,231, and 72,801 were for medical aid only, compared with 69,612.

In the annual report, R. G. D. Anderson,* IAPA General Manager, stated: "Had the rate of fatal and permanent disability

accidents in effect in 1921 continued through the years to 1951, we estimate that 1,621 workers now enjoying their full regular livelihood would have been killed and nearly 28,000 more people would have suffered injuries causing permanent disability."

Great progress in the prevention of industrial accidents has been made in the past 30 years, the report points out. "Between 1921 and 1951," it states, "death cases in IAPA classes have been reduced from 1 in every 3,000 employees to 1 in every 10,000 employees; permanent disabilities have likewise been reduced from five per thousand employees to 1.5 per thousand."

Que. Compensation Claims Highest Ever in 1952

According to the 1952 report of the Quebec Workmen's Compensation Commission, 97,177 claims for benefit were made during the year, compared with 95,930 in 1951, an increase of 1,257. The report points out that the 1952 total is the largest since the establishment of the Commission in 1931.

The increase for all industry over 1951 was 1.3 per cent while the 17,429 employers who comprise the Commission's 20 categories registered 63,836 claims, an increase of 3,214, or 5.3 per cent, over the previous year. It is reported that the increased number of accidents was largely due to the increase in the number of hours worked in 1952.

During the year, the Commission made 17,145 visits to employers in order to carry out inspections, interviews, inquiries into more serious accidents and to assist in safety and accident prevention programs. The Commission participated in 360 accident prevention committees, investigated 5,324 accidents and issued 18,829 recommendations concerning dangerous conditions of employment in factories and construction projects. During the year the Commission organized safety courses in 21 industrial firms and held regional conferences in 31 different areas.

During the month of June, which was designated as a period in which a special effort was to be made to reduce accidents, some 1,930 special certificates were issued to as many firms which had succeeded in avoiding a single compensable accident.

The report concludes by noting that despite the protective devices that are erected to shield the worker from dangerous machinery, approximately 85 per cent of accidents are due to the human factor.

*Mr. Anderson was incorrectly quoted in the May issue (p. 663).

U.S. Work Injuries Declined in 1952

Preliminary estimates of the United States Bureau of Labor Statistics indicate that injuries sustained by American workers on the job during 1952 numbered 2,031,000, a decrease of 3.3 per cent from the 1951 total of 2,100,000.

Injuries in manufacturing showed the most significant decrease, the total of 450,000 being 60,000 below the 1951 figure. Minor reductions were registered in all other industrial groups with the exception of mining and quarrying and public utilities, which remained the same, and transportation, which showed a slight increase.

Despite the continued rise of employment in manufacturing, injury frequency declined during the year, the average rate being 13.5, the lowest rate on record for any year. This was 7 per cent under the previous low of 14.5 for 1949 and 13 per cent lower than the 15.5 rate established in 1951.

During 1952, approximately 15,000 deaths resulted while 64,000 injuries were sustained which resulted in some form of permanent disability. The balance of the estimated injuries consisted of those which disabled a worker for a full day or more but from which the injured person recovered without any permanent disability.

Approximately 41,000,000 man-days were lost in 1952 as a result of injuries, the equivalent of a loss to the labour force of 137,000 full-time workers.

U.S. Manpower Council Urges More Highly-Skilled

Recommendations urging an increase in the number of highly-trained, university-educated men and women highlighted the report of the National Manpower Council recently presented to President Eisenhower. The Council, established at Columbia University in the spring of 1951, is studying manpower problems during the present rearmament period.*

The Council, composed of 20 prominent educators, business leaders and laymen, pointed out the necessity for the nation to keep abreast of the latest developments by relying upon the "brain power" of its scientists, physicists and engineers and through improved and expanded research programs. With regard to the need for an increased number of professional workers, the Council report states that "great care must be taken to ensure that the universities can continue to meet their major responsibilities of discovering new knowledge and training tomorrow's scientists and scholars. Only if this is done will the nation be able to reap the full benefits of science and technology for defence and for its expanding welfare."

Among the more important recommendations of the Council were the following:—

1. That the President appoint a commission composed of representatives of government, universities and industry to review the impact of governmental research and development contracts upon the primary responsibilities of the colleges and universities to advance fundamental knowledge and to train future scholars and scientists.

2. That the public continue to support the present program of deferring qualified students in order to enable them to complete their education before induction into the armed services.

3. That scholarship and fellowship programs, supported by private and public funds, be maintained and expanded to help more young people of ability to acquire a higher education.

4. That management intensify its efforts to determine the most effective balance among the different types of manpower it employs—scientific and professional, technical, skilled, and semi-skilled—in order to provide for efficient and economical operations and to provide for the further training of the manpower for which it is responsible.

*The Council will be able to carry on its work for two more years as a result of a \$280,000 grant from the Ford Foundation, announced June 18.



Department of Labour officials examining the Department's exhibit that will be on display at some 35 fairs and exhibitions throughout Canada this summer and fall. A. W. Crawford (left), Director, Canadian Vocational Training, explains the working of the display's animated centre panel to Hon. Milton F. Gregg, Minister of Labour, A. H. Brown, Deputy Minister, and J. G. Bisson, Chief Commissioner, Unemployment Insurance Commission. The display, in addition to its main theme, Apprenticeship Training, publicizes the various functions of the Department and of the Unemployment Insurance Commission. Members of the National Employment Service and provincial apprenticeship experts will answer queries at the site of the booth.

National Film Board Photo

Technicians, Scientists Scarce in Canada, U.S.

Despite a striking growth since the Second World War in Canada's strength in scientific and professional personnel, such persons will continue in tight supply in the foreseeable future, according to the results of a continuing survey of Canadian professional and scientific manpower strength in relation to present and future requirements.

The survey, begun in 1951 by the Technical Personnel Section, Economics and Research Branch, Department of Labour, has reached the stage where it is beginning to provide concrete information.

In the United States, it has recently been announced, the great need for manpower with technical knowledge and specialized skills has sharply increased employment opportunities for all types of technicians and has created shortages in some fields. An acute shortage of draftsmen now exists, particularly in the aircraft and electronics industries.

Stresses Need for More Canadian Apprentices

Industry has never looked upon an apprentice as a student; it is forever using apprenticeship as a source of cheap labour, S. Blackwell of the Ontario Department of Labour told a Rotary Club at Sault Ste. Marie, according to press reports of the meeting.

He stressed the need for more young Canadians to undergo apprenticeship training so that they will be able to handle the country's top positions. Too many of Canada's good jobs are going to immigrants, he said.

"I have no argument or quarrel with the Immigration Department," he added, "but by not developing our own tradesmen we are putting our young men on the spot."

Newfoundland Names Apprenticeship Board

The members of Newfoundland's Apprenticeship Board have now been appointed, the province's Labour Minister, Hon. C. H. Ballam, has announced.

The Chairman is Dr. G. A. Frecker. Employer representatives are W. D. McCarter, J. Roland Broadbent and Arthur Rowe. Employee representative is John Gillingham.

Frank Templeman represents the Department of Education, W. J. May represents the Department of Labour and will serve as Secretary of the Board.

TLC Delegates Approve Saskatchewan Federation

The first step was taken recently in the formation of a Saskatchewan Federation of Labour when 78 delegates representing 39 unions and other organizations in the province affiliated with the Trades and Labour Congress of Canada met at a conference in Regina.

Some unions had already approved the formation of a federation and had empowered their delegates to make commitments on their behalf, while others sent delegates to obtain information. The conference went on record as approving the formation of the federation and the individual delegates pledged their support in its organization.

In compliance with the draft constitution which was adopted unanimously, election of the following officers took place: President, Andrew Tait, Moose Jaw; First Vice-President, Donald Arnold, Saskatoon; Secretary-Treasurer, Edward Osiowy, Regina. Vice-Presidents were elected on a regional basis as follows: Prince Albert, Len Sleath; Saskatoon, Ken Moore; Regina, Vern Metheral; Moose Jaw, Hugh O. Scott; Civil Service Association, William Browne.

Clarence Wyatt, TLC representative in Saskatchewan, was appointed Honorary Vice-President.

Year's Holiday with Pay Granted in U.S. Contract

A year's holiday with pay after ten years' service is provided in an agreement recently signed between Local 1031, International Brotherhood of Electrical Workers (AFL), and Hedco Manufacturing Co., Chicago.

Should the worker decide to stay on the job rather than take the year off, he will receive double pay for the full year.

As the company was founded only eight years ago and moved to Chicago only two years ago, no employee is immediately eligible for the year-long holiday.

The firm has no pension plan or bonus system and "a year's vacation with pay is a substitute," said Paul M. Davidson, President of the company.

"It will boost employee morale, reduce turnover and bring in new workers of a high calibre," he said.

The unprecedented provision was suggested by Frank Darling, President of the local, which has contracts covering 34,000 employees in 65 Chicago plants. The provision covers 158 workers.

CIO Re-organizing Staff, Reduces Regional Offices

The first major change in the CIO's current reorganization of field staff was made recently when the number of its regional offices in the United States was reduced from 50 to 13.

John V. Riffe, Executive Vice-President of the CIO, announced at the end of May that the Congress will either close or establish sub-regional offices in 37 cities where it has maintained regional offices in the past.

He also reported that a number of organizers from the national CIO have already been assigned to CIO unions in the telephone, electrical and chemical industries. A further group will be made available for an organizing drive among textile workers.

Mr. Riffe said the field staff reorganization program will not mean lay-offs or terminations but will call for considerable shifting of assignments.

"It is a long-range program," he said, "and will not be completed for perhaps 15 months or two years. By that time, we believe that the CIO will have far more men available for organizing than it has had in the past.

"Organizing offices will be set up from time to time in those areas where major organizing campaigns are being conducted. When a campaign is concluded, the offices will be closed and the organizing staff re-assigned to other organizing activities in other areas.

"It will be the policy of the CIO Department of Organization to make organizers available to the various affiliated national unions of the CIO for significant organizing activities," he said.

UAW and IAM Renew, Widen No-Raiding Pact

An agreement recently concluded between the United Auto Workers (CIO) and the International Association of Machinists (AFL) renewed a four-year no-raiding pact between the two unions and provided for co-operation in collective bargaining and strikes. The new pact further provides that both bodies will forgo any vituperation in competitive organizing campaigns.

The two union presidents, Walter P. Reuther of the UAW and Alan J. Hayes of the IAM, have called the agreement "virtually unprecedented in American labor history".

The agreement provides that in dealing with corporations that have multiple plants

organized by both unions, both organizations will exchange information concerning plants, locations, contracts and wage rates; will convoke joint conferences to be held in localities and on dates mutually agreed upon and that meetings with such corporations will be conducted when they promise to provide the "best possible results" for the members of both unions.

In addition, the agreement also provides that when one union is engaged in a strike against an employer by whom the other union is also recognized, following a joint consultation on the issues involved, each union will give the other all possible support by "joint economic action against the employer wherever possible". Picket lines are to be respected and "all lawful and moral support and assistance" is called for in the pact. The non-striking union also agrees not to make any settlement with the employer which would in any way prejudice the position of the striking union.

With regard to organization campaigns, the contract states that where either union has 50 per cent or more of the total production and maintenance employees of a multiple plant concern under contract, and the other union has none, the latter will make no attempt to organize the workers, and the union with representation will be recognized as solely responsible for completing the organizing of the company's employees. In cases where both unions are competing for exclusive bargaining rights, they agreed that their campaigns should be conducted on an ethical plane that did not bring either into disrepute.

Both unions have agreed that it will be considered a serious breach of good faith and ethical practices for either "to use, directly or indirectly, any propaganda alleging or inferring communism, racketeering, company unionism, back-door dealing, racial prejudice, unwarranted or unnecessary strikes, excessive initiation fees, dues or assessments in an effort to discredit the other party for the purpose of gaining organizational advantages".

In industries such as the aircraft industry, where both the UAW and the IAM have organized a substantial number of the workers, it was agreed that joint committees of representatives from each union should be appointed to co-ordinate collective bargaining procedures and relationships.

Thomas McBurney, organizer and first president of the Toronto Police Union, died June 15 in a Toronto hospital at the age of 66 years.

AFL and CIO Leaders Sign No-Raiding Pact

A plan designed to stop union raiding has been agreed upon by the leaders of the American Federation of Labour and the Congress of Industrial Organizations.

Described as a first step towards organic unity of the two labour groups, the plan will go into effect January 1, 1954, if ratified, and will run for two years.

The agreement will ban any transfer of or attempt to transfer a recognized group of employees from one federation to the other. Unresolved disputes will be submitted to an impartial umpire whose decision will be final. However, no disciplinary measures are provided for non-compliance.

Under the agreement, a group of employees dissatisfied with its representation can go over to a union in the other federation only by negotiating its release. Otherwise, the receiving union will be guilty of raiding.

The agreement does not deal with jurisdictional disputes or with rival claims to units of unorganized employees. Nor will it prevent an AFL and a CIO national or international union from negotiating a merger.

The no-raiding agreement was based largely on a study of inter-federation raiding in 1951 and 1952. It was found there had been 1,245 raids involving 350,000 workers during that period. Only 17 per cent of these raids were successful and the net change in membership was a gain of only 8,000 for the AFL.

At a joint press conference June 2, George Meany, President of the AFL, and Walter Reuther, President of the CIO, expressed confidence the agreement would be adopted by all member unions. It is expected that the executive bodies and the conventions of both organizations will ratify the pact when they meet separately later this year.



Col. J. G. Bisson (right), Chief Commissioner, Unemployment Insurance Commission, acting on behalf of the International Association of Personnel in Employment Security, presents to Hon. Milton F. Gregg, Minister of Labour, the Association's Citation of Merit. The IAPES, which embraces employees of the Canadian Unemployment Insurance Commission and the employment and security agencies of the United States and other countries, periodically honours a public figure who has made an outstanding contribution in the employment security field. (See citation opposite.)

—National Film Board Photo

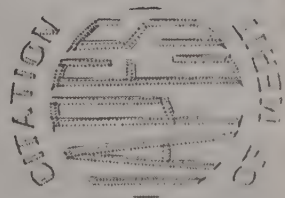
To

MILTON FOWLER GREGG

*Humanitarian, Distinguished, Caring,
Dedicated Public Servant.*

*In Honor and with Deep Appreciation of Notable and Unselfish Service
to the Employment Security Program of Canada
while Serving with Outstanding Leadership, Vision and Ability.*

Clifford A. Halliday
President



INTERNATIONAL ASSOCIATION OF
PERSONNEL IN EMPLOYMENT SECURITY

AT MILWAUKEE, WISCONSIN
JUNE 11, 1953

Construction Industry Safety Code Ready Soon

The National Building Code, 1953, which will be published shortly, includes for the first time a section on construction safety measures. This section (Part 8) was made available recently in pamphlet form by the Division of Building Research of the National Research Council of Canada under the title "A Code of Construction Safety Measures".

The safety measures outlined in this part of the Code constitute minimum requirements for the building industry, provincial and municipal authorities and others interested in construction safety. Like other parts of the National Building Code, this part is not legally enforceable unless adopted as legislation by the appropriate provincial or municipal authorities.

The subjects covered in the *Code of Construction Safety Measures* include requirements for fencing and barricades when building operations are located at a street line or within seven feet of the inside line of a sidewalk; the proper maintenance, handling and storing of materials; adequate sanitary and first-aid facilities, lighting, heat and steam supply on the location; and the construction, maintenance and safe operation of equipment. Also included are detailed specifications for the construction, maintenance and repair of hoists and elevators, various types of scaffolds, ladders, temporary flooring, stairs and ramps, guardrails and toe boards. Other sections of the Code set forth the precautions to be taken in excavation and demolition operations.

Legal standards for the protection of workers employed in the construction industry in Canada are in effect in some provinces. The Building Trades Protection Acts of Ontario and Saskatchewan, and regulations made under the Building Trades Protection Act of Manitoba, lay down rules for the safety of persons engaged in the erection, alteration, repair, improvement or demolition of a building. The Ontario Act requires municipal councils to appoint a sufficient number of inspectors to enforce the provisions of the Act in the municipality. Under the Manitoba and Saskatchewan Acts inspectors may be appointed by a municipal council, or by the Public Service Commission in Saskatchewan or the Department of Labour in Manitoba.

The Accident Prevention Regulations made by the Workmen's Compensation Boards of Alberta, British Columbia and

Saskatchewan, and special regulations under the Industrial and Commercial Establishments Act of Quebec, also prescribe standards for the safety of construction workers. Additional protection for this class of worker in Quebec is provided for in the Scaffolding Inspection Act, which requires municipal authorities in every city or town within the limits of which a public building is being built or altered to employ a competent person to inspect scaffolding and lifts used in connection with buildings under construction.

In Manitoba, Ontario, Quebec and Saskatchewan, municipal councils are authorized to make by-laws for the regulation and inspection of construction operations.

Williams Quits CCL Post To Succeed Cotterill

Jack Williams, Publicity Director of the Canadian Congress of Labour, resigned last month to take a similar position with the Canadian branch of the United Steelworkers of America (CIO-CCL). No replacement has yet been announced.

Mr. Williams succeeds Murray Cotterill, recently promoted to the position of personal representative in Western Canada of C. H. Millard, Canadian Director of the Steelworkers.

CCL Publicity Director since 1946, Mr. Williams is a former newspaperman who had worked for the Canadian Press and the St. Catharines *Standard*. He assumed his new duties July 15.

Mr. Cotterill served seven years as President of the 60,000-member Toronto and Lakeshore Labour Council (CCL). In his new position, he will be responsible for providing additional services for the union's 4,000 members in Manitoba, Saskatchewan, Alberta and British Columbia. A member of the Steelworkers for the past 12 years, he was Director of the CCL Political Action Committee for three years.

To Recruit 2,000 Men To Aid Ontario Harvest

Approximately 1,000 workers are being recruited from the Maritime Provinces and another 1,000 from the Prairie Provinces to assist in general farm work, haymaking and harvesting in Ontario this year.

Recruiting was carried out by the National Employment Service under the Federal-Provincial Farm Labour Agreements.

Steelworkers' Director Of District 6 Retires

John Mitchell, Director of District 6, United Steelworkers of America (CIO-CCL), retired recently and was succeeded by Larry Sefton of Hamilton.

A banquet was held in Toronto in honour of the 70-year-old union leader who spent 58 years in the trade union movement. Guests at the banquet included A. R. Mosher, President of the Canadian Congress of Labour; David J. McDonald, International President of the United Steelworkers; and C. H. Millard, the union's director in Canada.

District 6 includes all Canadian territory under USWA jurisdiction west of the province of Quebec and has grown from an organization of 5,000 members to 50,000 in a little more than ten years.

Union Leaders Receive Honorary LL.D Degrees

The heads of two of Canada's major labour organizations and the President of the Congress of Industrial Organizations were among the 23 recipients of honorary degrees from St. Francis Xavier University, Antigonish, N.S., July 6.

The 23 were honoured for their contributions to labour education and co-operative and credit union development.

Percy R. Bengough, President of the Trades and Labour Congress of Canada; A. R. Mosher, President of the Canadian Congress of Labour; and Walter Reuther, CIO President, were among those receiving honorary Doctor of Laws degrees.

Harry Bridges Regains U.S. Citizenship

By a 4 to 3 ruling, the United States Supreme Court has thrown out the perjury charges against Harry Bridges, President of the International Longshoremen's Union, and ordered his citizenship restored.

Bridges had been convicted of perjury in 1950 for denying in his citizenship papers that he had ever been a Communist and had had his citizenship revoked in addition to being sentenced to a five-year prison term. The Court based its decision upon the fact that the three-year statute of limitations had expired when the Government brought the perjury action in May 1949.

In its June 15 decision, the Court did not go into the question of whether the Australian-born labour leader had any ties with the Communists.

Musicians Re-elect Entire Executive

James C. Petrillo was re-elected for his 14th consecutive term as President of the American Federation of Musicians of United States and Canada (AFL) at the union's convention, held this year in Montreal. He was unopposed in the election.

All other members of the international executive were returned without opposition. They were: C. L. Bagley, Vice-President; Leo Cluesmann, Secretary; Harry J. Steeper, Treasurer; Herman D. Kenin, George V. Clancy, Stanley Ballard, William Harris and Walter M. Murdoch, board members.

Board Member Murdoch is from Toronto.

J. Morris New President Of Woodworkers in B.C.

Stewart Alsbury, President of the B.C. District Council, International Woodworkers of America (CIO-CCL) since 1948, has been defeated in his attempt to gain re-election. Victor in this year's biennial election was Joseph Morris.

The results of the election has been protested because of "irregularities" but the Council accepted the election tabulating committee's report and confirmed its findings.

Other officers elected were: Vice-Presidents, William Gray, Stuart Hodgson and Fred Fieber; Secretary-Treasurer, George H. Mitchell.

Union Security Clauses In Many U.S. Contracts

Some form of compulsory union membership was provided for in three-quarters of 1,653 contracts in effect in the United States in 1952.

In a survey of these contracts the Bureau of Labor Statistics found that 63 per cent had union shop clauses and 12 per cent had maintenance of membership clauses. Only 25 per cent had no union security clause.

A similar analysis of 602 contracts made by the National Industrial Conference Board revealed that 34 per cent of these had union security clauses. Another 12 per cent called for modified forms of the union shop and 20 per cent had maintenance of membership clauses. There was no union security clause in 34 per cent of the 602 contracts.

U.S. Average Work Week Increases Hour in Year

The average work week for production workers in manufacturing in the United States was 40.8 hours in mid-April, an hour longer than a year earlier, the United States Bureau of Labor Statistics has reported. Factory hours were virtually equal to the post-war peak for the month of April, reached in 1951.

A relatively long work week has been maintained since last fall, accompanying the continued expansion of industrial activity.

(For a report on average working hours in Canadian manufacturing, see "Standard Work Week in Canadian Manufacturing, 1952", *LABOUR GAZETTE*, June, p. 838.)

Que. Employers' Group Establishes 8th Local

The eighth local of the Professional Association of Industrialists (API), an employers' organization in the province of Quebec, was recently established in St. Jérôme. The API now has some 450 members in its eight locals.

The new Laurentides local is the second to be formed this year, which marks the tenth anniversary of the Association. A ninth local is soon to be added, in the Beauce counties.

Marc Rolland, Vice-President of the Rolland Paper Company, Ltd, was elected President of the Laurentides local.

Leftists Claim Program Will Unite All Labour

Five independent labour unions, including three expelled from the Canadian Congress of Labour on charges of Communist domination, have approved a program which, they claim, will have the support of all Canadian labour and will thus serve as a means of uniting the Canadian labour movement.

The program was approved by more than 400 delegates attending a convention in Hamilton, Ont., June 13 of the International Union of Mine, Mill and Smelter Workers; the United Electrical, Radio and Machine Workers of America; the International Fur and Leather Workers Union of the United States and Canada; the Canadian Textile Council and the Canadian Garment Workers Union.

Earlier the convention had been told that "there are too many trade union centres in Canada" and that "Canada is the only

sovereign country in the world with a trade union movement that is subordinate to a head office in a foreign country".

The program called for expansion of Canada's home markets, immediate peace in Korea to create trade and jobs, an increase in social security measures along with a national housing plan for 150,000 homes each year, a bill of rights and legislation against "anti-labour actions".

1953 Edition of "Canada" Ready for Distribution

The 1953 edition of the official handbook *Canada* is available for distribution.

The handbook, begun in 1930 to supplement the field of the *Canada Year Book*, is of convenient pocket size and contains up-to-date official information on all phases of Canada's economic organization.

The 1953 edition contains more than 300 pages of text, 201 black and white illustrations and eight coloured plates. Chapter material includes population and vital statistics, education, scientific research, social and cultural relationships, national income, agriculture, forestry, mines and minerals, water power, fisheries, furs, manufactures, construction, labour, transportation and communications, domestic and foreign trade, public finance, banking and insurance.

Orders for the handbook, which is priced at 25 cents, should be sent to the Queen's Printer, Ottawa.

Provincial Govt. Decrees 5-day Week in St. John's

By order of the Newfoundland provincial government, the five-day week has been introduced for St. John's, the provincial capital. The new work week will apply to retail stores, general business houses and to the provincial service. It is reported that the present work week grew from a demand by some sections of the community to change the mid-week holiday from Wednesday to Saturday.

92,000 U.S. Rail Workers Aged Over 65 in 1951

Railroad workers in the United States who were 65 years of age and over numbered 92,300 in 1951, according to figures published recently by the Railroad Retirement Board. They constituted 4.5 per cent of the railroad labour force.

In 1939 railroad workers in the 65-and-over age group numbered 46,800, or 2.8 per cent of the total force.

U. of T. Establishes Fund For Social Work Research

In order to facilitate increased research in the field of social welfare and social work, the University of Toronto has established the Cassidy Research Professorship in memory of the late Harry M. Cassidy, Director of the School of Social Work at the university from 1945 to 1951. The professorship may be held for one year by the successful candidate and the first appointment will be made for the academic year 1952-53 or 1954-55.

The School of Social Work has indicated that there is a need for increased knowledge on such matters as unemployment, physical handicaps, sickness disability, delinquency, dependent old age, housing and other problems of an industrial society. In addition, the faculty of the School has pointed out that increased research is necessary in such fields as social policy, the economics of welfare measures, the administration of welfare projects, the methods employed in carrying out such measures and the expansion of social work education.

A research program to find out "the extent to which management in industry is handling the problems of human relationships" is to be set up at McGill University.

The university's Department of Psychiatry and School of Social Work will co-operate in the program.

Labour Board Tells ITU To Bargain in Good Faith

The National Labour Relations Board in the United States has ordered the International Typographical Union (AFL) to bargain in good faith, thus putting an end to the case of complaint brought against the union five and a half years ago by the American Newspaper Publishers Association.

The order directs the union to cease evading the obligation to bargain in good faith "not only by devices designed to establish unlawful closed shop conditions, but also by any means tending to interfere with the establishment of genuine collective bargaining on a basis of mutuality". It applies to the union's bargaining relationships throughout the entire newspaper industry in the United States.

In issuing its order, the Board said: "The records of the ITU cases, including this one, indicate strongly the respondents' disposition to use the bargaining table as a means of obtaining 'closed shop' conditions by one device or another."

The Board said that after the Taft-Hartley Law of 1947 had outlawed the closed shop, the union had insisted on certain "conditions" without a conventional contract and later had demanded contracts which could be cancelled on 60 days' notice. Both these practices, said the Board, were illegal.

In its present order, the board stated: "We have ample reason presently to believe that this disposition still exists. For, notwithstanding the union's asserted 'discontinuance' of the bargaining strategy here found specifically unlawful, the very same 'closed shop' policy it was designed to implement still forms an essential part of the aims of the union, as expressed in its general laws.

"We cannot but reasonably infer, therefore, that it is possible, if not highly probable, that the respondents (the union and its officers) may resort to other devices to effectuate their 'closed shop' objectives in future negotiations with employers in the industry, unless effectively restrained."

U.K. Industrial Relations Handbook is Published

Publication of a new edition of *Industrial Relations Handbook* is announced by the United Kingdom Ministry of Labour and National Service.

The Handbook contains information on the organization of employers and workers in Great Britain, collective bargaining and joint negotiating machinery, conciliation and arbitration, statutory wage negotiation, joint consultation and personnel management, holidays with pay, hours of labour and overtime rates, systems of wage payment and incentive schemes, and the International Labour Organization.

Copies of the Handbook are available from the United Kingdom Information Office, 275 Albert Street, Ottawa, at a charge of \$1.15 per copy.

Israeli Labour Body Affiliates with ICFTU

Histadrut, the General Federation of Labour in Israel, has recently decided to become affiliated with the International Confederation of Free Trade Unions. The Israeli Federation withdrew from the Communist-dominated World Federation of Trade Unions several years ago but did not immediately join the anti-Communist ICFTU.

The 82nd Annual Meeting of the Canadian Manufacturers' Association

Guaranteed annual wage discussed by two speakers at session of panel on employer-employee relations. Manpower problems and writing of labour contracts also speech topics. Officers for 1953-54 elected

More than 1,200 industrialists from all parts of Canada attended the 82nd annual meeting of the Canadian Manufacturers' Association at Toronto, May 27-29.

The three-day session took the form of separate conferences, conducted concurrently, under the headings: employer-employee relations, economic conditions, transportation, scientific and industrial research, industrial development and natural resources, industrial design, fire protection, highway safety and education.

Of outstanding interest at the employer-employee relations conference was the discussion on the complexities of the guaranteed annual wage. Also discussed at the conference were "Some do's and don'ts of writing the labour contract" and "Some manpower problems in an expanding economy—looking ahead ten years". Because of the importance of the subject at the present time, the discussion on the guaranteed annual wage is dealt with in most detail in this report.

CMA president for 1953-54 is J. Douglas Ferguson, Vice-President and Managing Director, Spencer Supports (Canada), Ltd., Rock Island, Que. He succeeds G. K. Sheils, of Toronto, who was named General Manager of the Association upon the retirement of John T. Stirrett. Vice-

presidents are J. A. Calder, Director and Secretary, Imperial Tobacco Co. of Canada, Limited, Montreal, and T. A. Rice, Vice-President in charge of production at the International Harvester Company, Hamilton, Ont.

Optimism was expressed by the President. A curtailment or cancellation of defence orders would not, he thought, be harmful to Canada's expanding economy. Although there would necessarily be some readjustments, with some local and temporary cutbacks in output and employment, the end result, he felt, would be beneficial.

About 45 per cent of federal tax revenues is earmarked for defence purposes, he said. Given a reasonable cutback in taxes in relation to the reduction in defence orders, the relief thus granted would enable the consumer taxpayer to increase his purchases over a wider range of Canadian products and leave the manufacturer with more funds for the expansion and modernization of plant and equipment. These two factors, said Mr. Sheils, "will work together to more than offset any decline in total business and employment caused by the cancellation of the war contracts".

Increased membership was reported by the General Manager; at April 30 the total was 6,891.

Employer-Employee Relations Panel

Guaranteed Wages

One of the most important features of collective bargaining in the next few years will be the question of the guaranteed wage, the panel chariman, R. F. Hinton, said in leading off the discussion. Mr. Hinton is Industrial Relations and Personnel Manager, Shell Oil Co. of Canada, Limited. The automobile and steel unions have already served notice of their intentions, he said.

He then introduced, as "two students of the subject who, from their knowledge, would be able to provide useful information and so help in clarifying thinking" on the guaranteed wage, Dr. Carroll E.

French, Director, Industrial Relations Counsellors, Inc., and Leo Teplow, Industrial Relations Consultant, both of New York. Dr. French dealt with the general aspect, outlining some of the problems involved, and Mr. Teplow with the problem from the viewpoint of the individual company.

Dr. Carroll E. French

Labour's demand today for a guaranteed annual wage must be regarded as a serious concerted drive and not just a bargaining tactic, stated Dr. French.

"The United Steelworkers of America at their annual convention in April approved

the guaranteed annual wage as one of their primary objectives," he said.

"The contracts of the United Automobile Workers (CIO) with the major automobile manufacturers are not scheduled to expire until 1955 but the UAW already has announced that it will seek the guaranteed annual wage for its 1,350,000 members. . .

"The International Union of Electrical, Radio and Machine Workers (CIO) includes the guaranteed annual wage in the outline of its 1953 collective bargaining objectives. . .

"It is quite clear that employers in the United States are not being singled out for exclusive attention," Dr. French added.

Collective bargaining contracts incorporating guaranteed annual wage provisions are already being signed, said the speaker. "The International Longshoremen's Association (AFL) has secured agreement from the Franklin Sugar Refinery in Philadelphia for a guaranteed annual wage amounting to 1,976 hours' pay per year, or slightly more than 49 weeks' pay. The same guarantee is included in another recent agreement by the National Sugar Refining Company and the AFL longshoremen. This year the United Packinghouse Workers (CIO) negotiated an annual wage plan with the Revere Sugar Company and with the National Sugar Refining Company providing guarantees of 1,900 hours and 1,936 hours, respectively. The Independent Union of Electrical Workers, the National Maritime Union (CIO), the Textile Workers Union of America (CIO) and the AFL Teamsters Union have all recently negotiated some contracts providing for some form of the guaranteed annual wage."

Wage Guarantee Takes Various Forms

The guaranteed annual wage, said Dr. French, comes in various forms and over the years has taken a number of different aspects. Basically, it is a question of a guarantee to workers of a specific number of weeks' pay or work per year.

The movement for greater security of employee income on an annual basis, he said, has developed along three general lines: (1) the traditional plans of companies pioneering in this field, adopted after years of management planning devoted to stabilizing sales and production schedules; (2) the guaranteed annual wage in terms of a specified number of weeks' work per year—the form originally advocated by the trade unions; and (3) the more recent form of supplementing unemployment compensation benefits from a fund contributed entirely by the employer.

Speaking of "the deep-seated and fundamental urge for continuity and security of earnings," Dr. French said:—

Whatever form the pressure for this particular type of economic security may take, it would be a serious error for employers to assume that this issue can be easily met or turned aside simply by outright opposition. The need for assurance of continued employment and of uninterrupted income is the central strand in the basic human desire for security and is one that is shared by all of us, regardless of our earnings level. The very term "guaranteed annual wage" has a deep-rooted appeal. It implies the same kind of security of status as that theoretically enjoyed by salaried employees. . . It also suggests security against the impact of business recessions or the economic cycle.

Actually, the objective of steady work and steady pay the year around is one that should be and is widely shared by employers, unions and employees. There is no disagreement between management and unions as to the desirability for companies to provide the maximum in continuity of work and pay and that optimum achievement of this result is advantageous for everyone concerned. The problem is how to accomplish it. Practically, the successful solution can only be accomplished through an expanding economy and an efficient management. On this point, George A. Hormel and Company, in commenting on its widely-publicized plan of guaranteed employment, made this statement in March 1950: "Our people have as much security as we can possibly give them but none of this security is contractual security. All of the security depends on earnings. . . . The only guarantee we know of is the ability of management to manage, coupled with the willingness of workers to work. If either fails, then the guarantee fails.

It is, however, generally realized, the speaker continued, that an individual company management, no matter how efficient, is definitely limited as to what it can do.

All the relevant factors are not within the control of an individual management. The difficulty is that the guaranteed annual wage is not a demand that can be easily disposed of by exposing its impracticability and hazards. That it is not economically feasible, that it cannot possibly prevent cyclical depressions, that few companies can prudently afford to make a guarantee—such arguments will not carry very much weight so long as the drive for security generates a conviction that the guaranteed annual wage can and will accomplish these desirable goals.

The real danger lies in being forced to make contract commitments involving promises beyond the control of either labour or management to fulfil. Such a state of affairs could only lead to disillusionment, serious injury to employee relations and, in the end, to possible financial difficulty or even bankruptcy.

Any formal wage guarantee, Dr. French said, should not be approached without adequate preparation and due caution. Industry should not be led to believe that

the guaranteed annual wage is inevitable because some managements are compelled by the vehemence of labour's demands coupled with overwhelming economic power to grant the demand, he said.

Important Considerations

A study of the nature of organized labour's demands and recent trends in collective bargaining, and a facing-up to the realities with respect to guaranteeing annual pay regardless of ability to assure work, said the speaker, points up certain considerations which should be borne in mind in approaching this particular issue of labour-management relations:—

1. The demand for the guaranteed annual wage now comes at a time when the prospects for substantial wage increases appear to be diminishing.

2. This particular issue confronts industry with a new and more formidable fringe demand, which is far more costly and from which, once granted, any return will be extremely difficult if not impossible.

3. It involves a request for contract commitments in areas over which the control of the employer is extremely limited.

4. There is real danger that having once made concessions on a minimum basis a precedent is set for further bargaining to augment and liberalize the original concessions.

5. Formal contract negotiations in this critical area could well open the way to demands for joint union-management action in vital areas of management functions, such as, sales, plant expansion, subcontracting, production schedules, etc.

The most important consideration for management to keep in mind, added Dr. French, is that the achievement of steady work and steady pay is a desirable objective and that responsibility for maximum achievement of income security for their employees is one that it should be entirely willing to accept.

Achievements Already Gained

Fringe benefit programs, said the speaker, have already reached sizable proportions. A survey of such benefits made by Industrial Relations Counsellors, Inc., in 1949, covering 59 companies, disclosed that the cost of the normal package of fringe benefits amounted to 26.8 cents per hour and 17 per cent of the payroll. The annual cost per employee amounted to \$602. The Chamber of Commerce of the United States in a similar survey covering 736 companies in 1951 found that fringe benefits amounted on the average to 31.5 cents per payroll hour or 18.7 per cent of the payroll.

The guaranteed annual wage, in terms of potential addition to payroll cost, could well be the largest and most costly fringe benefit yet and, as with all fringe benefits, would constitute a permanent and inescapable fixed charge, Dr. French said.

A Constructive Management Approach

Exigencies of the times, said Dr. French, must not obscure the fact that management has very real and definite responsibility in the whole field of job security, steady work and steady pay. "Acceptance of this responsibility is not only good employee relations, it is good business," he emphasized.

Increased assurance of employee earnings on an annual basis, he felt, would logically follow rather than precede efforts of management in this direction. "The mere guarantee of wages can assure nothing and may, on the contrary, create dangerous illusions and serious economic consequences."

Management, he said, should ask themselves the following questions as they face the "critical" problems raised by organized labour's drive for the guaranteed annual wage:—

1. Is the provision of steady employment on a year-round basis accepted as a deliberate and announced objective of company policy? If not, and if employees are without information as to the company's position in this important respect, managements are inadequately prepared to meet the issues raised by demands for the guaranteed annual wage.

2. Do managements have the facts and statistical information to enable them to answer the question, "How much steady work are we giving each year to what percentage of our employees?" Do the employees know how much of lost time and lost earnings is the fault of themselves, rather than of the company?

3. Do employees of the individual company know what the management has actually done so far in its efforts to provide steady work throughout the year?

4. Are employees and their union representatives adequately informed as to the obstacles and difficulties in providing maximum work opportunity, the limitations imposed by the market place, as well as collective bargaining contract provisions and union imposed restrictions, and the extent and weight of the factors affecting steady work and steady pay over which individual company managements have little or no control?

"Certainly," Dr. French concluded, "there is no time to lose in realistic examination of company policies in this important area. The impending drive for the guaranteed annual wage underlines the importance of giving high priority to this critical area of labour-management relations."

"Modified Guaranteed Wage" Suggested by Father Bouvier

In a pamphlet analysing the guaranteed wage,* Rev. Emile Bouvier, SJ, puts forward a modified plan which would assure the worker of three-quarters of his annual income. This income would come from the Unemployment Insurance Fund and from a guaranteed wage fund to which employers, workers and the state would contribute.

The author, who specifies that he meant to suggest a trend of thought rather than a concrete policy based on actuarial data, was for many years Director of the Industrial Relations Division of the University of Montreal.

Father Bouvier's "Modified Guaranteed Wage" formula presupposes the integration of fiscal, full employment and health insurance policies in a combined plan. It implies the direction of the Government's fiscal policy towards full employment. The author adds that this step should be adapted to an unemployment insurance plan and to a scale of tax exemptions for the employer who assumes this guarantee.

Father Bouvier gives the following interpretation of a modified guaranteed wage:—

Without going into the details of a number of possible plans of integration, we would suggest that the employer guarantee a weekly basic wage for one year. In the event of unemployment, the employer would pay the difference between the unemployment benefit, which would have to be increased, and the

guaranteed wage. The employer will then be greatly interested in stabilizing production and unemployment insurance will be more efficient and productive. The guaranteed wage complemented by unemployment insurance should not exceed two-thirds or three-quarters of the full wage. The difference between the wage and the unemployment benefits would be paid out of a tripartite contributions fund which, in the employer's and worker's cases, would be tax-exempt. The annual guaranteed wage thus modified should be small at first and expand in relation with the size of the reserve fund.

A worker who regularly earns \$50 per week would thus receive while unemployed about \$37.50, part of which would come from unemployment insurance and part from the guarantee fund.

Father Bouvier explains that "this step is not drawn solely from an economic computation of a better social efficiency, but it proceeds primarily from a social justice duty which should cause the employers, the workers and the Government to examine carefully the application of a guaranteed wage plan with a view to allaying the fears the worker may have about the future".

Besides suggesting this modified guaranteed wage plan, Father Bouvier analyses in his pamphlet the nature, features and application of the guaranteed wage, examines the arguments submitted in favour and against the guaranteed wage from the point of view of business, industry and economics, and studies the moral aspect of the problem.

*Bouvier, Emile.—*Le salaire annuel garanti*, Collection "Relations", No. 4, 1953, Editions Bellarmin, Montréal.

Leo Teplow

In view of the concerted drive now being made by a number of major labour unions with locals in both the United States and Canada, many an employer on both sides of the border will find himself faced with a demand for the guaranteed annual wage within the next year or two, Leo Teplow said, discussing the problem from the viewpoint of the individual company.

Whether it be, he said, the traditional demand for a guarantee of 2,000 or more hours' pay for every employee—a type of guarantee which is still being negotiated in some cases—or the more recent version, which is actually private supplementation of unemployment compensation benefits, the employer faces grave risks: financial risks, risks affecting his retention of

management functions, and risks to the preservation of the present system of unemployment compensation in both the United States and Canada.

He continued:—

The financial risk of an outright guarantee of annual wages is likely to be too extensive for most companies to undertake so far as a majority of their employees are concerned. Private supplementation of unemployment compensation benefits is also likely to be a very serious commitment in the long run, even though it may start as a limited contribution of just a few cents per hour per employee to a guarantee fund.

Even more dangerous is the type of guarantee reported to have been negotiated recently, which provides for payment of 2,000 hours during the year to a majority of the employees, as a part of a five-year contract. Since few companies can support a 12-month guarantee if there is no work for their

employees, the companies that can make a valid guarantee over a five-year period must be very rare indeed.

The most specific demand for the guaranteed annual wage in the form of unemployment insurance supplementation, said Mr. Teplow, was that made by the United Steelworkers of America (CIO) before a panel of the Wage Stabilization Board in 1952. He discussed the plan in detail and also the annual wage program of the United Automobile Workers of America (CIO). Although the two were similar, he said, there were some important differences.

In the latter program, recognizing that it might be beyond the financial capacity of most companies, the UAW called for the creation of guarantee funds that would be "reinsured" in order to spread the risk. "This," he said, "may involve a government subsidy."

Company Position in Collective Bargaining

A company faced with a demand for the guaranteed annual wage, said Mr. Teplow, will be in a much better position to deal with the problem if it has first undertaken a program of employment stabilization and has kept its employees fully informed of its progress and problems in this connection. If it can point to a rounded program of employee benefits, especially if they include an employee thrift and savings plan to meet emergency needs, which would cover also the emergency of unemployment, its position is further enhanced.

The cost of a guaranteed wage, he argued, must be considered in conjunction with the costs of the "fringe" benefits already being sustained by the company. According to the U.S. Chamber of Commerce, the cost of these benefits in 1951 came to 18.7 per cent of the payroll. If to these costs are added overtime premium pay and shift bonus, the proportion in relation to straight time pay becomes 25.2 per cent.

"That was two years ago," he added. "Undoubtedly the figure is appreciably higher today."

Any employer considering the possibility of granting a guaranteed annual wage, or bargaining collectively about it, Mr. Teplow said, should give serious thought to the following factors:—

1. Employment stabilization must precede any attempt to guarantee an annual wage. To the extent that a company succeeds in stabilizing its employment, to that extent a guaranteed annual wage becomes superfluous.

2. An annual wage guarantee involves a commitment of such serious proportions that few companies can in good faith guarantee a year's wage to a large majority of their employees. This fact was recognized by the Steelworkers' Union when they receded from their original demand to one which, at least initially, committed the company only to a contribution of a few cents per hour, and when they demanded some form of "reinsurance".

3. When the impracticability of a complete guarantee is recognized, there is temptation to "settle" for a limited guarantee—limited to a small proportion of the employees or to less than a year's pay. A guarantee limited to some employees may be worse than no guarantee for the other employees, since it only serves to emphasize their vulnerability to layoff.

4. Even an extremely limited guarantee may be financially dangerous in the long run. Any kind of guarantee is a recognition of the principle and once the principle is recognized, it may be impossible to resist pressure for increasing the amount of the guarantee.

5. Since continuity of employment is subject to factors beyond the company's control, such as the general level of economic activity, condition of partial or general war (with accompanying government controls or materials allocations), shortage of raw materials, changes in tariffs, strikes within the company or among the company's suppliers, the company should not be expected to be responsible for an unconditional guarantee.

6. If the company has a definite amount that it is prepared to add to its labour cost, both company and employees might be better served if this amount were to be added to wages or used to furnish other benefits which may mean more to employees, such as hospitalization insurance, pay during illness, etc.

"With fringe benefits costing approximately 25 per cent of straight time pay, more thought is being given to contributory financing of employee benefits", Mr. Teplow said. "It may be desirable to explore whether employees are sufficiently interested in some form of guarantee to be willing to contribute to its cost."

7. A wage guarantee may require a complete revamping of the seniority provisions of collective agreements, in order to enable the employer to transfer employees when there is no work for them in their regular jobs or departments or shifts. It may also be necessary or desirable to change agreements pertaining to overtime premium pay. Neither the union nor the employees may be prepared to make such concessions.

8. A guarantee, if effective, will require the company to pay out funds when there is no work for employees to do. Such payments may so weaken a company's financial position that, at the conclusion of the guarantee period, the company may be forced to lay off more people than those whose income was protected by the guarantee. In that case, fluctuations in employment would be magnified rather than reduced.

9. Under a guarantee, every employee represents a commitment to continue pay whether there is work for him or not. In that case, the employer would be understandably reluctant to increase his employment. Multiplied by many companies, this may mean a lower level of employment opportunities.

10. If companies undertake commitments beyond their financial capacity to fulfil, they may discover that the government may have to come to the rescue and so become a silent partner in their operations.

11. Private supplementation of unemployment insurance benefits runs counter to one of the basic purposes of the unemployment insurance system: the provision of benefits at such a level as will not discourage the employee from actively seeking work. Not only must he be without work, but he must also have suffered a wage loss. If unemployment becomes actually or substantially as remunerative as regular work, there is little incentive for getting a job or remaining at work. In fact, we may see the entire concept of layoff on the basis of seniority completely reversed, as the senior employees will demand that they be the first to be laid off. Under these circumstances, a layoff becomes a vacation with pay rather than a misfortune.

12. The level of unemployment benefits under state and Canadian law has been carefully set by the respective legislatures at that level which will enable the temporarily unemployed to meet their non-deferrable expenditures and yet provide an incentive to seek other work. If these benefits are inadequate it is far better to correct this possible inadequacy by amending the unemployment insurance laws, rather than a patchwork of collective bargaining agreements.

13. Under the laws of most states, if an employee receives compensation from his employer he becomes ineligible to receive state unemployment compensation benefits. This would leave the employer to foot the full bill for whatever benefits the employee receives, while at the same time contributing to the state fund from which his employees would derive no benefit. Without substantial changes in the law, therefore, the employer would be supporting two exclusive systems of unemployment compensation, while his employees would benefit from only one.

14. If the proposed supplementation of unemployment compensation is co-ordinated with the state unemployment insurance program, presumably the state unemployment administrator would determine questions of eligibility under the state system, while a joint union-management committee would pass on eligibility under the collectively-bargained program. The resulting conflict would make both programs well nigh unworkable.

15. Even more far-reaching in its implications than the financial risk of annual wage guarantees is the probable impact on those functions which management feels it must reserve to itself if it is to discharge its responsibilities, such as technological improvements, adoption or discontinuance of products, addition to or closing of plants, amounts allocated to research, advertising and development, and procurement, pricing and financial policies. This is especially true if the guarantee is administered by a joint committee.

Joint Union-Management Study Groups

Mr. Teplow cautioned against the setting up of union-management study groups to consider the problems involved. Many employers, he said, may be inclined to accept this as an apparently reasonable proposal but in so doing they may be walking into a trap. Employees might assume it to be the first step on the road to a guarantee of annual wages and, if the guarantee were not forthcoming, the disappointment might seriously impair morale.

"The union may very well attempt to convert such a joint study group into a vehicle for making joint determination in extensive areas now reserved to management," the speaker further warned. "Such a study group is likely to insist that it have access to highly confidential information concerning the company's plans and prospects. This may very well become the mechanism for achieving what Mr. Reuther once labelled 'a look at the books'. Unless management is prepared to make such confidential information available to the joint committee and the union, it might be safest to reject the joint committee proposal."

These factors, the speaker concluded, "indicate that every phase of the demand for the guaranteed annual wage should be approached with caution or even stout opposition.

"But caution is not enough. Opposition to a union demand, even if successfully maintained, is not enough.

"The search for security of employment and income is part of the overall quest for security. It is no temporary fad. It is deep-rooted. It must be recognized.

"Here, then, is an opportunity for management to seize the initiative. Rather than wait for the inevitable demand, and thereafter place itself in the position of opposing employee needs, management can take the initiative and demonstrate by its policies, actions and communications that it recognized the problem and is determined to do all in its power to meet the need.

"Programs of employment stabilization, extensive two-way systems of communications, and rounded programs of employee benefits can serve to provide a large measure of employee security, without undertaking dangerous commitments beyond the capacity of most companies to fulfil, and without risking the loss of management's ability to manage."

Writing the Labour Contract

The importance of simple and precise language and proper terminology was stressed by R. V. Hicks, of Messrs. Tory, Miller, Thomson, Hicks, Arnold and Sedgewick, of Toronto, in the panel discussion on "Some Do's and Don'ts of Writing the Labour Contract".

Employees and those responsible for administration of the contract should not have to resort to counsel to ascertain what is intended, said the speaker. Colloquialisms and other informalities of language constitute dangerous pitfalls should arbitration ever ensue, he warned.

"Language clarification not only avoids misunderstanding and dissension but also simplifies administration of the agreement, with a concomitant reduction of time

otherwise lost through grievance claims," Mr. Hicks said.

While emphasizing that he did not defend a strictly technical or legalistic approach to labour relations, Mr. Hicks pointed out that there are certain technicalities from which neither management nor union can escape because they are prescribed by law and substantially influence the entire field of industrial relations.

Other members of the panel taking part in the discussion were Judge W. S. Lane, County Judge of Prince Edward County, and N. J. Clawson, Director of Industrial Relations, Crane Limited, Montreal. Chairman of the panel was W. H. C. Seeley, Assistant Manager of Administration, Toronto Transportation Commission, Toronto, Ont.

Manpower Problems in an Expanding Economy

There is urgent need for expansion of apprenticeship training programs if the supply of skilled workers is to improve, R. F. Hinton, chairman of the Manpower Problems panel, stated at the opening of the conference.

Members of the panel were Joseph Pigott, President, Pigott Construction Company, Limited, Hamilton, Ont., and J. L. Sparrow, Supervisor of Apprenticeship Training, Canadian General Electric Co., Limited, Peterborough, Ont., both of whom spoke on apprenticeship training. The third member was C. E. Carson, Director, Imperial Oil Limited, Toronto, Ont., who spoke on the development of management personnel.

Apprenticeship Training in Construction

One of the causes of the high cost of building is the lack of sufficient skilled artisans, stated Joseph Pigott, who spoke with particular reference to the construction industry. In spite of the shortages building has continued, he said, but failure to meet the demand for skilled workers has forced into use new designs, new processes and new materials; wood is replaced by steel, masonry by glass and metal, and plaster by substitutes.

The contractors are themselves partly responsible, asserted the speaker, because of their lack of interest in apprenticeship training.

In the whole of Canada, only about 15,000 young men are being trained under apprenticeship schemes in the building trades, and of this number only about 2,600 are being trained in Ontario. In that province alone, he said, if apprentices were being trained in the traditional ratio of

apprentices to mechanics, there should be ten or twelve thousand. "In Canada as a whole, apart from Quebec, we would have to enlist between four and five boys for every one in training now. That is our problem." In the field of foremanship, superintendents and general leadership, the shortage is even more acute, Mr. Pigott said.

Apprenticeship Training in Manufacturing

In the manufacturing industries the situation is similar, J. L. Sparrow told the conference. In three industry groups employing 300,000 production workers, only 3,000 are receiving organized training, which means that only one per cent of the workers in those industries are apprentices or are receiving organized training in some form.

"With so little training being given in industry, is it any wonder," he asked, "that a shortage of skilled manpower is dogging manufacturing?"

With a shortage of skilled workers, he continued, it naturally follows that there is a shortage of foremen, supervisors and executive personnel, because these key men are usually obtained by selecting outstanding skilled craftsmen and giving them special supervisory training courses.

Deeply concerned about the situation, the Federal Department of Labour, said the speaker, called a conference in May of last year to discuss the problem.* Out of the conference the following statistics emerged:—

Out of a total of 709 plants surveyed only 88 plants had organized training programs.

*L.G., July 1952, pp. 877-85.

In the iron and steel group, 57 out of 473 plants had training programs.

In the electrical apparatus group, 9 plants out of 107 had training programs.

In transportation products, 22 plants out of 129 plants had training programs.

In all, approximately only eight per cent of the plants surveyed had organized training programs.

The shortage of apprentices was chiefly attributed to: (1) A lack of sufficient interest on the part of many employers. (2) A fear on the part of local unions of overcrowding certain trades. (3) A lack of information regarding the opportunities and benefits of apprenticeship.

Mr. Sparrow reviewed action already taken to improve the supply of skilled workers, mentioning first the appointment of the national advisory committee on apprenticeship training.

A number of large companies with well-established apprenticeship training programs have expanded them with the years; a number have only recently put training plans into operation. The most fertile field for apprenticeship training, the speaker believed, lies with the smaller companies, who can, individually or collectively, provide adequate training facilities.

Mr. Sparrow recommended to the attention of the members the "Packaged Apprenticeship Program" initiated by the CMA and the Ontario Industrial Education Council in 1947.

Up to the present, he said, three trades have been covered, tool and die makers, machinists, and maintenance electricians. Each trade is contained in a complete package containing the necessary forms such as application forms, apprentice agreement, record forms, rating forms, report forms and an apprenticeship diploma, together with a booklet containing information on the administration and operation of an apprenticeship program and outlines of courses.

"These courses of practical training assignments and related classroom instructions or correspondence courses represent a high standard of trade training which, with your co-operation, will help to establish a uniform system of apprenticeship training in the manufacturing industries throughout Ontario," he said.

Development of Management

Successful development of management personnel, said C. E. Carson, must be an integral part of a comprehensive, continuous program for the development of people in industry.

"Any program which seems to indicate that management alone is getting the advantage of extra training or attention," he warned, "is almost sure to weaken morale by introducing an element of caste into the organization. The technician or specialist must not feel that his development is being ignored or is not important."

Management development must also be continuous for very much the same reasons, he continued. "If it is wrong to discriminate between ranks of people, it is equally wrong to leave certain groups out simply because they joined the company too soon or too late to participate in a development program."

Tests for the selection and promotion of people, said Mr. Carson, should be approached with caution. Qualities essential for management cannot be defined precisely, nor is it certain what to do to develop in people the qualities desired. Industry is constantly changing in a country like Canada; so are the aptitudes and attitudes of the workers. It is inevitable that the requirements of the ideal manager will change with all the other changes.

Even assuming, he continued, that it is known precisely what qualities will be needed, there is as yet no objective means of measuring and comparing them. There are still no international standards of measurement for tact, leadership, patience, imagination and initiative.

"A company can really only perform two broad functions in respect of developing personnel: (a) It can widen the opportunities for all individual employees to develop; (b) it can keep constant watch on all individual employees to ensure that their development is recognized and utilized."

There is no doubt that personnel development is going to take place, said the speaker. The question at issue is whether the development is positive or negative, good or bad, planned or unplanned.

Finally, the speaker named what he considered to be the main elements in a good development program: providing interesting and stimulating jobs; avoiding as far as possible "dead-end" positions; familiarization of those involved with company operations and objectives; study at some outside educational institution or experience at some outside corporation; knowing the employees, keeping up to date an inventory of ability.

Effects of Plant Expansion on Employment in Ontario, 1948-53

Estimated 44,500 new jobs made available to Ontario workers by plant completions from 1948 to 1952; at least 9,000 will be created in 1953

In the past five years, plant expansion in the manufacturing industries in Ontario has proceeded at a pace unequalled since the 1920's. The new employment resulting from this extension of manufacturing facilities has been greater than that in any other region; in fact, the number of new jobs created in Ontario equalled the total in all the rest of Canada in this period.

An estimated 44,500 new jobs became available for Ontario workers as a result of plant completions from 1948 to 1952. This was slightly more than 50 per cent of the total estimated increase in manufacturing employment caused by industrial expansion in the whole of Canada during this period.

Ontario's industrial expansion was a major factor in the growth of its manufacturing employment from 552,000 to an estimated 606,000 in the five-year period. Industrial construction in the province is continuing at a high level; the carryover of work from last year alone will create at least 9,000 additional jobs during 1953.

The pattern of industrial expansion in the province since 1948 may be divided into two main periods. Until 1950, factory construction was based largely on the demand for consumers' goods, although there was also a marked growth in other

industries such as those producing farm implements, business machines and secondary paper products. Beginning in 1950, the rate of plant construction accelerated as a result of defence expenditures and there was continued growth in such industries as chemicals, basic iron and steel, and petroleum products.

Geographically, the expansion in manufacturing capacity in Ontario in recent years was concentrated heavily in the industrialized southwestern section of the province. A large share of the industrial construction has been in the greater Toronto area. In terms of employment, the percentage of total new employment in the 1948-52 period in the urban Toronto area was 25 per cent in 1948, 34 per cent in 1949, 28 per cent in 1950, 41 per cent in 1951, and 63 per cent in 1952. While the 1952 percentage was high, largely as a result of the completion of new defence plants and plant extensions, the figures in other years were proportionate with the city's relative importance in terms of the total number of wage and salary workers in the province. Latest data show that 35 per cent of the wage and salary workers in manufacturing in Ontario are in the Toronto district. Sarnia, Hamilton and the Niagara peninsula areas have all experienced rapid

**TABLE 1.—NEW JOBS RESULTING FROM PLANT EXPANSION IN
MANUFACTURING IN ONTARIO 1948-1952**

Industry	1948	1949	1950	1951	1952	Total
Food and Beverages.....	400	400	425	300	400	1,925
Rubber Products.....	300	50	125	50	100	625
Textile Products.....	150	650	450	950	150	2,350
Wood Products.....	100	300	150	150	300	1,000
Iron and Steel Products.....	2,100	1,050	1,300	2,600	2,600	9,650
Transportation Equipment.....	1,250	50	2,600	1,400	8,600	13,900
Non-ferrous Metal Products.....	100	250	300	450	400	1,500
Electrical Apparatus.....	950	400	450	1,050	3,350	6,200
Non-metallic Mineral Products.....	300	300	225	500	300	1,625
Paper Products.....	800	300	150	300	500	2,050
Chemical Products.....	250	400	600	600	650	2,500
Other ⁽¹⁾	300	550	25	150	150	1,175
Total.....	7,000	4,700	6,800	8,500	17,500	44,500

⁽¹⁾ Includes tobacco products, leather products, and miscellaneous manufacturing.

TABLE 2.—NEW EMPLOYMENT CREATED BY PLANT EXPANSION IN MANUFACTURING IN ONTARIO AND CANADA 1948-1952

—	Canada	Ontario	Percentage
1948	16,000	7,000	43.8
1949	8,100	4,700	58.0
1950	12,000	6,800	56.7
1951	15,300	8,500	55.6
1952	34,900	17,500	51.5
Total.....	85,400	44,500	52.1

industrial expansion since 1948 and several large plants are now under construction in Eastern Ontario centres. Of the plants and extensions to be completed in 1953, three in five are located outside the Toronto area and are distributed among 41 other localities.

Two-thirds of the total employment increase of 44,500 was accounted for by three industries—transportation equipment, iron and steel and electrical apparatus. Employment in the chemical and non-metallic mineral products industries also expanded at a rapid rate but the actual numbers hired were not as large as those in the above three industry groups. The rate of growth in the paper products, textile, food and beverage and wood products industries was relatively smaller. Table III shows the new jobs resulting from plant expansion as a percentage of total employment in selected manufacturing industries.

Transportation equipment industry.—

The principal source of additional employment through new plant construction in Ontario since 1948 has been the transportation equipment industry. This industry group, which includes the manufacture of aircraft and automobiles, has provided some 14,000 new jobs from 1948 to 1952.

The Canadian automobile and parts industry is located almost entirely in Ontario and has been steadily increasing employment and production in the postwar period, except for a brief sales slump in 1950 and 1951. The index of employment rose from 199.0 (1939=100) at December 1, 1947, to 322.2 at December 1, 1952. Hamilton, Oshawa, Windsor and Oakville benefited particularly from industrial construction in this industry. The total of 3,700 new jobs created in the five-year period 1948 to 1952 will be nearly doubled by hirings in 1953 as a result of plant completions. The Ford Motor Company plant at Oakville, which came into production in

the second quarter of 1953, will employ from 4,000 to 5,000 workers at capacity. At least 2,500 of these will be hired this year. New parts plants scheduled for completion in 1953 estimate employment requirements at 700 persons.

In the aircraft industry, about 7,300 jobs opened up in Ontario in plants completed as a result of the defence program. Additions were made to the large A. V. Roe Ltd. assembly plant at Malton and 13 parts plants were built in the province to supply components for jet aircraft production. The hirings all occurred in 1952 and the plant construction program of the industry has now been largely completed.

Iron and steel industry.—Large-scale expansion in the Canadian primary iron and steel industry did not occur until after 1950. In Ontario, extensive modernization and replacement of facilities greatly increased the capacity of the two large basic producers in the province but the resultant manpower additions were not large. However, the secondary iron and steel group, consisting of 14 industries, has hired some 10,000 new employees since 1948 to staff newly completed facilities. This was an increase of 9 per cent in the total work force in the iron and steel industry, which employed a reported total of 115,000 at the end of 1952.

TABLE 3.—NEW JOBS RESULTING FROM INDUSTRIAL EXPANSION 1948-1952 AS A PERCENTAGE OF TOTAL EMPLOYMENT IN 1952 IN SELECTED ONTARIO MANUFACTURING INDUSTRIES (1)

—	New Jobs 1948-1952	Total Employ- ment Dec. 1, 1952	Per- centage
Transportation equipment.....	13,900	87,850	15.8
Electrical apparatus.....	6,200	52,050	11.9
Non-metallic min- eral products...	1,625	14,180	11.5
Chemicals and chemical prod- ucts.....	2,500	26,150	9.6
Iron and steel products.....	9,650	115,500	8.4
Paper products...	2,050	30,240	6.8
Non-ferrous metal products.....	1,500	28,620	5.2
Rubber products.	625	15,530	4.0
Textiles and clothing.....	2,350	60,900	3.9
Wood products...	1,000	26,260	3.8
Food and beverage.....	1,925	55,700	3.5
Total(2).....	44,500	573,340	7.8

(1) Employment and Payrolls, December 1952, Dominion Bureau of Statistics.

(2) Includes leather, tobacco, petroleum, printing and publishing and miscellaneous manufacturing industries which are not listed in the above table.

Electrical apparatus.—The peak in expansion in the electrical apparatus industry was reached in 1952, when 3,350 workers were hired to staff plants completed that year. The previous four years produced a total of 2,850 new jobs, about 1,000 each in 1948 and 1951 and a smaller number in the intervening two years. The 1952 peak was the result of defence demands for electrical and electronic equipment and the increasing production of television sets. Expansion in capacity in the earlier postwar years was based on strong demand for household appliances and for hydro-electric and industrial equipment. The average electrical apparatus plant employs a large number of workers, the 1948-52 total representing additional requirements of 90 persons per plant.

Chemicals and chemical products.—A strong demand for industrial and household chemical products, coupled with the development of new products and processes, resulted in an intensification of plant construction in the chemical industry in the postwar period. The province of Ontario has developed an increasingly diversified and widespread chemical industry with a labour force of more than 26,000 employees. A total of 86 new plants and plant additions was completed from 1948 to 1952, with average employment of 30 workers per plant. The development of the plastic and petro-chemical sectors of the industry has been a major factor in this growth, the "chemical valley" in the Sarnia

area providing an unique example of industrial expansion. The largest chemical plant to be built in the province in the postwar period is now under construction at Maitland and is expected to provide employment for about 500 workers.

Non-metallic mineral products.—One of the most rapidly expanding manufacturing sectors in Ontario has been the non-metallic mineral products group, which includes the manufacture of building, asbestos and abrasive products. In 1952, the industry had an estimated labour force of 14,200. In the past five years, industrial expansion has created a total of 1,600 jobs.

The type of industrial construction under way in the province in 1953 has changed. The construction of defence plants, which provided the main impetus to plant expansion in the past two years, is now almost entirely completed. There are indications, however, of a revival in the construction of new facilities for the manufacture of consumer goods. Large new plants and plant additions are scheduled to come into production in 1953 in the automobile, electrical apparatus, textile and office machinery industries. These plants are widely distributed throughout the province, notably at Prescott, Perth, Arnprior, Guelph and Oakville. The resulting employment additions will be large, although it is not likely that they will equal the record year 1952, in which large-scale hirings took place to man new defence plants.

Recent Annual Conventions of Provincial Labour Organizations

Alberta Federation of Labour (TLC)

Opposition to exemptions in the provincial regulations governing hours of work was voiced at the 33rd annual convention of the Alberta Federation of Labour (TLC) in Edmonton, June 1 to 3.

The convention, attended by 174 delegates from 124 affiliated unions and other organizations representing an estimated 50,000 workers in the province, passed a resolution condemning the Government's interpretation of the hours of work legislation. The resolution charged that so many exemptions had been granted in the 44-hour work week in force in the cities,

and the 48-hour week in other municipalities, that the legislation which introduced those hours had become virtually useless.

The original resolution calling for no permanent exemptions "without the consent of all interested parties" was reworded to read "no permanent exemptions whatever".

The Hon. J. L. Robinson, provincial Minister of Industries and Labour, addressing the delegates, said the Alberta Labour Act would be open for major amendment at the next session of the Legislature. In anticipation of this, the convention passed a resolution combining

the demands of several local unions for the 40-hour, five-day week throughout the province.

A resolution calling for the setting up of a special section in the Alberta Labour Act to deal with the construction industry was approved. Charging that both employers and employees find difficulty in getting direct rulings on the Act as it applies to this industry, several delegates demanded that the Act be amended to safeguard the votes of union members unavoidably absent when arbitration awards are being decided on, and to speed up the process of certification.

The convention adopted a resolution claiming that the provincial Departments of Highways and Public Works were able to underbid recognized contractors because they employed non-union labour. The resolution demanded that the provincial Government pay rates on all its construction work in line with those generally established by union agreements.

The Federation gave its support to the Alberta Civil Service Association in a resolution calling for full recognition of the Association as bargaining agent for all provincial government employees. The same resolution requested that working agreements and legislation dealing with government personnel be altered only through negotiations with the Civil Service Association. It also asked that salaries of government workers be made comparable to those of employees doing similar work in industry, and that they be granted a five-day week with no reduction in working hours for those working 40 hours or less.

Other resolutions among the 107 passed by the delegates called for: a national health insurance plan; Government-sponsored automobile insurance; legislation to guard against racial and religious discrimination in employment; the establishment of special training centres for retarded children in the province; and a contributory pension scheme in the province which could be continued by workers who changed employers.

Also included were resolutions asking increases in old-age pensions to \$75 per month; increases in compensation to widows and dependent children; and unemployment insurance for apprentices while they are attending school.

Robert Rintoul and Harry Brogden of Calgary were re-elected President and Secretary-Treasurer respectively. Other officers elected were J. E. Smith, Edmonton, First Vice-President; Harold French, Edmonton, Vice-President for the Northern District; R. Scott, Calgary, Vice-President

for the Central District; and Anne MacLaren, Lethbridge, Vice-President for the Southern District.

British Columbia Federation of Labour (CCL)

A warning that "the honeymoon is over for labour" was given at the ninth annual convention of the British Columbia Federation of Labour (CCL), held in Vancouver. President Dan Radford told the more than 120 delegates, representing 40,000 members of the Canadian Congress of Labour in the province, that they must realize the fight with management has just begun.

Predicting that employers will renew their hold-the-line wage policy this year, George Mitchell, President of the Vancouver Labour Council (CCL), said that the delegates must be aware of their responsibility. He said: "Employers are trying to tell the workers we are heading back to the dark ages of the depression. This barrage of propaganda must be fought."

An officers' report presented to the convention noted that the political picture in British Columbia had changed completely since the federation's last annual meeting.

On the question of international affairs, the report said: "There is much that our Federal Government can do to improve the general welfare of Canadian citizens without reneging on our commitments to the United Nations."

The province's new Labour Relations Board was explained by Labour Minister Lyle Wicks. The part-time board, said Mr. Wicks, was actually a streamlining of operations which would save taxpayers money without impairing the Board's efficiency. With a full-time chairman and a staff functioning 5½ days a week, the Board will be able to deal with British Columbia's labour problems, said the Minister.

Mr. Wicks contended that the labour board staff did 90 per cent of the work and that a full-time board was not the answer to industrial problems.

The Minister also said that the number of conciliation officers would be raised from six to nine, that their duties had been streamlined and that some of the detail of their jobs had been given to labour board inspectors.

The convention was addressed by Charles Millard, National Director in Canada for the International Steelworkers of America (CIO-CCL), who told the delegates the Canadian Congress of Labour is going into the field of political action.

Mr. Millard said that the policy of the CCL has been to co-operate with other sections of the legitimate trade union movement for the legislative advancement of the workers' welfare.

A resolution was passed to devise ways of raising a share of the \$50,000 pledged by the CCL to assist the fight against poverty, hunger and disease in East Asia.

Martin Levinson, Director of the CCL's International Department, told the delegates that up to now the Federation had not had enough voice or enough interest in international affairs. He said efforts must be made to increase the wages and better the working conditions of workers in countries such as India and Pakistan so that low-wage competition would not prove a threat to the standard of living in Canada.

"Trade union activity must be expanded. One job is to bring trade unionism to these peoples," he said, adding that improving their condition would assure a market for Canadian commodities, notably lumber, for many generations to come.

A resolution placing the convention on record as opposed to all forms of union raiding within the trade union movement was defeated by the delegates. Another resolution asking that workmen's compensation in the province be increased from 70 to 100 per cent of wages was passed.

The Federation condemned the increasing use of the injunction as a weapon by employers during strikes.

The abolition of the absentee ballot in British Columbia was opposed by a resolution which warned that thousands of workers would be disenfranchised if this measure were adopted.

Dan Radford was re-elected President by acclamation. George Home was re-elected secretary-treasurer; Stewart Alsbury, Alex Cox and Hugh Allison were elected vice-presidents. Other executive members are Ewart Orr, Bob Smeal, Gerry Emary, William Symington, Herbert Coombs, Frank Howard and Lawrence Vandale.

Ontario Provincial Federation of Labour (TLC)

Charges and counter-charges of union raiding were made at the seventh annual convention of the Ontario Provincial Federation of Labour (TLC), held in Windsor. At the welcoming ceremony, the 400 delegates representing 200,000 members of the labour organization in the province heard Mayor Arthur J. Réaume charge unnamed officers of the UAW-CIO with raiding Windsor's Civic Workers' Union (TLC).

Percy Bengough, President of the Trades and Labour Congress of Canada, addressed the delegates and backed up the mayor's remarks, adding that if raiding is not discontinued in Windsor, he may be forced to oppose it actively. While his aim was to see more work done among those workers as yet unorganized by any group, the TLC official said that in an open raiding contest, "we will not be on the losing end so far as numbers are concerned".

(The following day a statement was issued by top UAW-CIO officers, including George Burt, Regional Director, discounting the alleged raiding and charging that "practically every plant in Windsor under contract to the UAW has been raided by AFL unions".)

Discrimination against workers for union activity, despite legislation to the contrary, was condemned by TLC organizer J. K. Thorne. He said that some employers "are cutting labour's throat and ultimately their own by practising intimidation to dissuade workers from joining unions".

The Federation's representative on the Ontario Labour Relations Board, Russell Harvey, suggested that 99 per cent of the petitions filed before the Board by employees opposing certification were company-inspired.

The delegates demanded a change in the Ontario Labour Relations Act to make it mandatory for the provincial Minister of Labour to appoint a commission to investigate charges of discrimination.

A suggestion that a union be free to strike 60 days after it has applied for conciliation, even if no agreement has been reached, was made during a debate on the slowness of conciliation proceedings. Complaining that often the Labour Relations Board handed down its findings months after an application for conciliation had been made, the convention demanded changes in the provincial labour code. It asked that conciliation services be speeded up, that the terms of all re-negotiated contracts be retroactive by law to the date of expiration of the old agreement, and that the building trades be excluded from the provisions of the Act.

Demands of past years for changes in the Labour Relations Act were renewed at the convention. The delegates asked that certification be given to a union receiving the majority of votes cast, that employers be banned from applying for decertification of unions, that employers be prevented from interfering with wage rates and working conditions after a union applies for certification, and that the Labour Relations Board be permitted to issue

orders to employers to cease unfair practices where such complaints are made. It also suggested that all interventions to a union application for certification be individually signed by the employees and that they be thoroughly investigated by the Board before being given recognition.

Payment of unemployment insurance funds to workers who are idled because of illness was proposed by TLC President Percy Bengough. This extension of the present Unemployment Insurance Act, he said, would constitute a modified national health program.

Mr. Bengough said that this was something less than what labour wanted but was something that could be brought into operation with little delay and at much less cost than a full national health scheme. A small contribution on the part of the worker, in addition to what is already being paid for unemployment insurance, he said, would more than meet the cost. He pointed out that the machinery is already in existence through the present nationwide unemployment insurance organization.

The establishment of physical treatment hospitals in conjunction with regular hospitals was proposed by John Cauley, Vice-Chairman of the Ontario Workmen's Compensation Board, as a means of providing better care for injured workmen and reducing overall cost of hospitalization.

Mr. Cauley spoke of the success of the Workmen's Compensation Board physical treatment centre at Malton, Ont., in operation since July 1, 1947. He said this centre was started to show that physical medical help could get workers back on the job quicker and reduce the degree of permanent disability.

Under the plan proposed by the compensation board official, patients would go into an active hospital for necessary surgery or medical treatment and then, in as short a time as possible, would be transferred to the physical treatment centre where a staff of therapists and doctors would supervise recuperation. Mr. Cauley said the cost per patient at the Malton centre is \$5.50 compared with the \$11 and \$15.50 cost in an active hospital.

Condemning the Ontario Government for its present housing policy, the convention renewed its demands for a joint low-rental program by federal, provincial and municipal Governments.

A resolution was passed demanding government legislation to limit passenger overcrowding in public transit vehicles. Another resolution requested a royal commission to investigate conditions in

grain elevators throughout the province in order to avert explosions such as happened at Port Arthur last September.

Other resolutions passed at the convention included: a request that labour history be made a subject for required study in all primary and secondary schools and in colleges; a request for a 40-hour week in all industries, a \$30 minimum wage for women workers and a work week of not more than 48 hours for firemen; a request for improvements in the Workmen's Compensation Act and the setting up of safety committees in all departments of industry; and a demand for greater assistance to municipalities in the province under the new tax agreement with the federal Government.

The convention also called upon the Ontario Government to control the amount of transient labour coming into the province, asked the federal Government to require employers to sign for acceptance of unemployment insurance books, and suggested that the number of stamps required in these books be lowered from 180 to 100.

The delegates instructed their executive to extend the use and display of union labels, and called upon the provincial Government to require employers to give at least seven days' notice of layoffs, to require newspapers and radio stations to give equal space or time for statements by unions or companies in labour disputes, and to eliminate discrimination between male and female employees.

President A. F. MacArthur of Toronto and Vice-President A. W. Godfrey of Fort William, I. M. Dodds of Windsor and William Boothroyd of Toronto were all re-elected. John Hancock of Hamilton was chosen secretary-treasurer.

Quebec Provincial Federation of Labour (TLC)

The principal objective of the unions affiliated with the Quebec Provincial Federation of Labour (TLC) during the coming 12 months will be to obtain the greatest possible security in employment. This was the policy stated by Roger Provost, re-elected President of the organization, at its 16th annual convention at St. Jérôme early in June.

"At the present time," said Mr. Provost, "what the workers need most is security—economic security—through a decent wage and continuity of employment."

It was therefore agreed by the 400 delegates attending the convention that all unions affiliated with the Quebec Provincial Federation of Labour will try, during the

coming year, to secure a guaranteed work week for all workers represented by them. It was also decided to give serious consideration to a plan for a guaranteed annual wage for all workers now paid by the hour.

The delegates appealed to the provincial authorities for free, compulsory schooling and asked them to have home-work abolished and that all studying be done at school, since in the home today there is no study room, and too many distractions.

The Federation protested against the period of 90 days now allowed an arbitration court to make recommendations for settling labour disputes, requesting that the maximum time allowed be only 30 days. The delegates would also like to see reduced from 14 to 7 the number of days which must elapse between the date of publication of an arbitration report and the time when a strike can be legally declared.

The Federation also decided to do all it can to obtain equality of wages for workers in the province of Quebec with those in Ontario.

Other resolutions adopted by the convention included requests for an increase in family allowances and workmen's compensation; compulsory deduction at the source of union dues in all companies where the majority of the employees belong to a certified union; the setting up of permanent labour courts in all judicial districts in the province; an amendment to the penal code to permit the holding of a provincial lottery; and the passing of an Act by the provincial Government obliging all employers to pay their employees every week, and in cash instead of by cheque.

In addition to re-electing Mr. Provost to the presidency, the Federation chose a new Secretary-Treasurer, Robert Levesque, to replace Adrien Villeneuve.

The following vice-presidents complete the slate of officers: Harry Bell, Quebec; Roger Labrie, Three Rivers; René Fournier, Granby; Sylvio Charron, Gatineau; Edouard Larose and R. M. Bennett, Montreal; Marcel Charbonneau, St. Jérôme; and Oscar Longtin, Valleyfield.

Quebec Federation of Industrial Unions (CCL)

The new Quebec Federation of Industrial Unions (CCL), holding its first annual convention at St. Jean early in June, took one of its first major decisions: to take an active interest in political action.

The 145 delegates also decided to censure publicly the part the provincial and municipal police are being made to play in strikes; to ask for the appointment of one of their members as a representative on the Labour Relations Board; and to present numerous resolutions to the provincial Government concerning labour legislation and political problems of general interest.

R. J. (Doc) Lamoureux, United Steelworkers of America, was unanimously elected President—a position he has held since the foundation of the Federation last December (L.G., Jan., p. 17).

In coming out in favour of political action, the Federation also decided to ask its members to make a voluntary contribution for the setting up of a fund to finance the political action program which it intends to carry into effect.

In their study of the problems which must be faced by labour organizations in Quebec, the delegates paid special attention to the rôle of the various police forces in strikes. The Federation passed three resolutions requesting that policemen who are charged with the supervision of strikes should not carry firearms; that detectives from private agencies should not have the right to interfere in industrial disputes; and protesting against the arbitrary intervention of the provincial police in strikes, calling on "those who are authorized to enforce the law to abide by it themselves".

The new Federation also renewed its request that the provincial Government choose a third labour representative for the Labour Relations Board from among the members of the industrial unions.

Other resolutions asked the Labour Relations Board to make serious efforts to check the expansion of company unions, to punish dismissals for union activity and to shorten delays in the proceedings. The Federation also requested the re-writing of the Workmen's Compensation Act, the setting up of a provincial health insurance scheme and a federal conference at which all who are interested in the slump in the textile industry could discuss the best solutions.

In addition to Mr. Lamoureux, the officers chosen by the Federation for the coming year are as follows: J. P. Tessier (CBRE), Hyman Reiff (ACWA) and Roméo Leroux (CCL), Vice-presidents; Roméo Mathieu (UPWA), Secretary-Treasurer; Henri Jean (IUE), L. McCormack (UMW), D. Archambault (UAW), G. Frève (ACWA), R. Goedike (Brewers), R. Martin (IWA) and L. Packwood (OWIU), Directors.

Report of the New Brunswick Department of Labour for 1952

Good labour relations, increasing enrolment of apprentices, encouraging results from safety research, highlights of year's activities

Good labour relations, an increasing enrolment of apprentices, and encouraging results from the first three months' operation of a research project in industrial safety were among the developments reported by the New Brunswick Department of Labour in its review of activities during the fiscal year ending March 31, 1952.

The Department is responsible for the administration of the Factories Act, the Stationary Engineers' Act, the Apprenticeship Act, the Labour Relations Act, the Minimum Wage Act, the Industrial Standards Act and the Trades Examination Act.

New Legislation

A general revision of the New Brunswick Statutes was completed at the 1952 session of the Legislature. The principal changes in labour legislation consisted of amendments to the Labour Relations Act (L.G., 1952, p. 1603).

Labour Relations

Nineteen requests were granted during the year for a conciliation officer or a conciliation board to assist in settling disputes. Conciliation boards were established in six disputes; in four disputes an Industrial Inquiry Commission was appointed.

"In many cases," the report states, "there was found to be an almost complete lack of real collective bargaining, prior to or during the early stages of conciliation, the parties to the disputes showing a definite tendency to rely on the conciliation officer or conciliation board for settlement of their difficulties."

In spite of this increased demand for conciliation services, labour relations were good generally. Only four strikes occurred, resulting in a time-loss of 6,100 man-working days.

Increased activity in union organizing was indicated by the 55 applications received by the Labour Relations Board for certification of bargaining agents. Of these, 32 were granted, five dismissed, four withdrawn and 14 were pending at the end of

the year. There were three applications for revocation of certification of bargaining agents, one of which was granted and two dismissed.

The Board's order certifying Local No. 4 of the Canadian Fish Handlers' Union as bargaining agent for the employees of Gorton-Pew (New Brunswick) Limited was later quashed by the New Brunswick Appeal Court on the grounds that the Board had failed to make a proper inquiry into the qualifications of the applicant union, which, in the view of the court, was not a properly constituted trade union (L.G., 1952, p. 613). The text of the written reasons for its decision to grant certification which the Board issued in this case is set forth in the report.

The Board granted one union application for leave to prosecute an employer for an alleged unfair labour practice. No court action, however, was taken by the union.

Minimum Wages

During the year departmental inspectors made many investigations of alleged violations in addition to the usual routine inspections.

A new minimum wage order providing for a minimum wage of 55 cents an hour for all male employees engaged in the canning or processing of fish, vegetables or fruits went into effect on July 9, 1951 (L.G., 1951, p. 1394).

Industrial Standards

Renewals of industrial standards schedules for the carpentry and plumbing and pipe-fitting trades in the Saint John zone put into effect higher minimum wage rates. A schedule covering the electrical trade in Moncton was renewed without change. Schedules were issued for the first time in the electrical, painting, decorating and paper-hanging trades in the Saint John area and in the plumbing and steamfitting trade in the Moncton zone.

Numerous inspections and investigations were made by inspectors on the recommendations of the Advisory Committees

and in only one case was it necessary to take court action for violation of a schedule.

Factory Inspection

Inspection of 676 plants employing 18,725 men and 6,656 women during the year resulted in 654 recommendations for an improvement in existing conditions. In some cases the provision of better machinery safeguards was recommended; in others, recommendations had to do with properly equipped welfare facilities and proper safety clothing and equipment, improvement in ventilation and heating, reduction of the working hours of women and young persons, the inspection of boilers and pressure vessels, and the licensing of stationary engineers and boilermen.

Industrial Safety Research—An important development in the safety work of the Department was the experimental program undertaken in co-operation with the New Brunswick Power Commission to control accidents within the Commission's operations. The project is the first step in an attempt to reduce the number of accidents in industry generally.

In August 1951, the Minister of Labour invited representatives of the New Brunswick Accident Prevention Association and the Workmen's Compensation Board to meet with him and officials of his Department to discuss improved methods of controlling accidents in industry. A six-man working committee, representative of all groups concerned, was established to make definite plans to assist industry in reducing accidents to a minimum.

At the first meeting of the committee the proposed safety program for the New Brunswick Power Commission outlined by the Department of Labour representatives was adopted with some suggested changes. The committee was of the opinion that the practical experience with safety matters gained in this experiment might enable the Department to work out a model safety program which could be made available to other industries.

The initial work undertaken was the analysis by an official of the Department of Labour of each accident that occurred to employees of the Commission during 1950 and 1951. The results of this preliminary survey indicated that 88 per cent of the Commission's occupational accidents were caused chiefly by the unsafe acts of persons, only about 12 per cent by unsafe conditions or by a lack of proper safety equipment. It was therefore decided that efforts should be directed

towards the elimination of these unsafe acts by basing the program on education and discipline. A series of charts were prepared for the use of supervisors and employees showing the cause of accidents and where and how they happened. The supervisors were asked to state how, in their opinion, the accidents could have been prevented.

The results of this program for the first three months of its operation, from January 1 to March 31, 1952, the report states, were most encouraging. There was a 12 per cent reduction in the frequency of accidents and a 95 per cent reduction in the amount paid out by the Workmen's Compensation Board for accidents to employees of the Commission.

Employment of Children—Local advisory committees continued to assist the Department in administering Section 6 of the Factories Act, which prohibits the employment in factories of children under 16 years of age without the written authorization of the Minister of Labour. These advisory committees, which are representative of the local school authorities, the local police, the Juvenile Courts and societies interested in child welfare, deal with applications in their respective localities and make recommendations to the Minister.

At the end of the year under review, local child employment committees were operating in Saint John, Shippigan, Moncton, Baie St. Anne, St. Stephen and Grand Manan. Where there is no local advisory committee, each application for permission to work must be accompanied by written consent of the parents or guardian of the child and of the local school authorities.

Boiler Inspection

During the year, 346 uninsured boilers and 1,132 uninsured pressure vessels were inspected and inspection certificates issued. During the same period, a total of 2,136 licences and 17 certificates of competency, either new or renewals, were issued to stationary engineers and boilermen.

Apprenticeship Training

The increase in the number of certificates of completion of apprenticeship issued during the year, and in the enrolment of apprentices in almost all trades, indicated "that the apprenticeship training program is proving in practice to be a sound way of training tradesmen". At March 31, 1952, there were 662 active apprentices, an increase of 165 over the number in 1951. In the comparatively short time the

Department has been carrying on apprenticeship work there has been a steady increase in the number of employers and employees who are ready to co-operate in producing better tradesmen.

The Department continued to conduct full-time pre-employment training classes for persons wishing to become apprentices. The usual length of this type of training was six months, during which period the trainees were paid subsistence allowances. By the end of the year under review 33 young men were taking pre-employment training in the following trades: carpentry, motor vehicle repair, auto body and fender repair welding, electrical, cabinet making and machine shop.

The policy of requiring trainees, in order to become eligible for allowances, to be sponsored by an employer who would give reasonable assurance that he would accept the trainee as an apprentice on the completion of his course, was found to be too restrictive in practice. Discussions were under way at the end of the year to modify this policy.

Full-time refresher courses in the trades of motor vehicle repair, electrical, machinist, auto body and fender repair, millwright and carpentry were given to 21 indentured apprentices. These courses lasted from three to 13 weeks, depending on the requirements of the apprentice at the particular time and on the arrangement that could be made for his release by his employer.

A total of 255 apprentices attended the part-time classes of four hours per week in trade theory and practical work conducted in various centres throughout the province during the winter of 1951-1952.

The correspondence school courses, which were used in centres where no facilities for part-time classes were available, are largely being replaced by the self-study courses prepared by the Apprenticeship Branch. These courses, together with part-time classes and full-time refresher courses, are proving to be a more effective method of training. Correspondence courses are still being provided, however, for switchboard operators and stationary engineers.

The same methods of training have also been found more satisfactory for appren-

tices indentured with the New Brunswick Electric Power Commission. Correspondence courses are still available to the Commission's apprentice switchboard operators and stationary engineers in remote centres. A self-study course for apprentice linemen to replace the correspondence course formerly used is being drawn up by the Apprenticeship Branch in co-operation with the New Brunswick Commission and the Hydro-Electric Power Commission of Ontario.

The Director of Apprenticeship and the field staff continued to give careful attention to training on the job, which they consider to be the most important phase of the apprentice's training. The progress record booklets of each apprentice are checked regularly by the field supervisor and transfers from one employer to another are arranged for the apprentice when an employer is not able to provide him with satisfactory training. The supervisors also continue to assist in smoothing out differences which may arise between an apprentice and his employer and make every effort to ensure that both parties accept their responsibilities as laid down in the contract of apprenticeship.

Progress is noted in the preparation of training syllabi. A draft "Outline of the Auto Body and Fender Repair Trade and Progress Record of an Apprentice" was issued to all indentured apprentices and a revision of the "Outline of the Carpentry Trade" was under consideration at the end of the year.

The Director of Apprenticeship convened a number of meetings with representatives of employers and employees in various centres to discuss mutual problems. Many improvements were made as a result of these discussions. Following consultation with employer and employee representatives in the motor vehicle repair trade, a great deal of work was accomplished preparatory to the setting up of local trade advisory committees in the trade.

Certification of Electricians

Of the 64 candidates examined under the Trades Examination Act for certificates of qualification in the electrical trade, 40 were successful.

Personal disposable income of Canadians in 1952—that is, personal income less personal direct taxes—rose by \$1,070,000,000 or seven per cent over 1951. At the same time, personal expenditure rose by \$1,037,000,000, leaving personal saving relatively unchanged at \$1,419,000,000, compared with \$1,386,000,000 in 1951.

—Dominion Bureau of Statistics.

International Labour Organization

Minister of Labour Addresses

International Labour Conference

Tells 36th Session that important thing in efforts to increase productivity is to make sure all share in the benefits. Claude Jodoin, Canadian workers' delegate, joins him in endorsing assistance plans

Speaking at the 36th session of the International Labour Conference at Geneva, the Hon. Milton F. Gregg, Minister of Labour, told the assembled delegates that the "important thing" in efforts to increase productivity was "to strive to establish the general conditions whereby each group in the country may have confidence that it shares equitably, directly and indirectly, in the general economic improvement". A total of 570 titular delegates and advisers from 58 member countries attended the General Conference which began its sessions June 4.

Mr. Gregg pointed out that the conventions, recommendations and declarations adopted by the ILO were visible symbols of the "only kind of war we all like to fight—the war against poverty and social injustice". The Minister stated that the spirit of understanding in which the various delegates assembled was even more important, for it was through understanding and a sharing of ideas in the common efforts to succeed that the barriers of language, training and custom would be overcome.

Referring to the annual report of the director-general, David A. Morse, the Minister noted that the special theme this year was productivity and he expressed the hope that the report would do much to dispel uncertainties on the part of labour, management and government which might otherwise cause them to support measures which thwarted rather than encouraged increased productivity. Mr. Gregg added that productivity had different aspects in different countries and was dependent upon such matters as the degree of industrialization. He noted that Canada was a country in the midst of a rapid industrial expansion.

Because Canada's growth was partly due to manpower and capital from beyond her borders and because much of her national

income was derived from international trade, Canada was "firmly pledged to international co-operation in this field—through the study not only of tariff and monetary questions, but also of the means whereby each country can maintain high employment and income levels," Mr. Gregg added.

The Minister pointed out that Canada as a nation had everything to gain from the success of the ILO's objectives, not only within her own boundaries but in other countries as well, and gave her support to such schemes as technical assistance and to other "form of aid" which were designed to increase productivity in those areas and countries where there was a special need for industrial development.

The ILO, Mr. Gregg continued, says to all who are concerned with productivity not only "How can productivity be increased?" but also "For whose benefit do we seek to raise productivity?" This is "a challenge to the conscience that cannot be ignored," he added.

"Though we would all agree," the Minister went on, "that benefits should go as widely as possible to all who have a stake in an enterprise, as well as to members of the community as a whole, there is much room for discussion as to the means by which this may best be done." Such discussion should not take place from any narrow viewpoint, he cautioned.

"Any attempt to determine the precise ratio in which rewards should accrue is doomed to failure," he declared. "The important thing is to strive to establish the general conditions whereby each group in the country may have confidence that it shares equitably, directly or indirectly, in the general economic improvement."

Pointing out that productivity gains can reach their maximum only with the "full consent" of those engaged in the production processes, Mr. Gregg declared that "we must ever keep in mind the human factors involved".

Approve Recommendation Fixing Minimum Age in Coal Mines

The general conference of the International Labour Organization, at the end of its first week of deliberations, gave its approval to a formal Recommendation fixing 16 years as the minimum age for underground work in coal mines. The Recommendation was referred to the Conference drafting committee for final editing and will come before the Conference again for a recorded vote, in which a two-thirds' majority of the votes cast will be required for its final adoption.

Under the ILO's constitution, member countries are obliged to consider Recommendations with a view to giving effect to them by legislation or other action. They are not, however, subject

to ratification as are ILO Conventions.

The Recommendation was approved by the Conference on the unanimous recommendation of the government-employer-worker committee which examined the proposal for its adoption.

Speaking in the discussion of the committee's report, Geoffrey C. Veysey, British Under-Secretary of Labour and National Service, said that adoption of the Recommendation "should constitute a real step forward in safeguarding the well-being of young workers in coal mines". He pointed out that a considerable amount of coal was mined in countries where the minimum age was below the standard of 16 proposed in the text.

"Opportunities for economic improvement must be available, not only for industrial enterprise, but also for every member of the community," Mr. Gregg continued. Governments can assist greatly in creating a favourable climate for enterprise, he explained, through their economic and social policies, through their provision of research facilities, of educational and training opportunities, together with skilled job-counselling and placement services, and in many other ways.

As a foundation upon which individuals and business could base increased productivity, Mr. Gregg pointed to the overall objective of a "sound minimum level of economic security for all people". The maintenance of a high level of employment and income should be our goal. As a corollary to effective collective bargaining, the Minister called for a "solid body of protective legislation—for both workers and employers". This should include minimum wage legislation, workmen's compensation, unemployment insurance, factory inspection, and the protection of the health and safety of workers, Mr. Gregg said.

Apart from legislation, the Minister cited the importance of fostering the kind of labour-management relations that would tend towards higher productivity and a fair distribution of the benefits. This depended to a considerable extent upon the existence of a "free, strong and independent trade union movement," the Minister stated. Canada, he noted, has endeavoured to realize such objectives.

Mr. Gregg then listed some of the measures Canada has undertaken to estab-

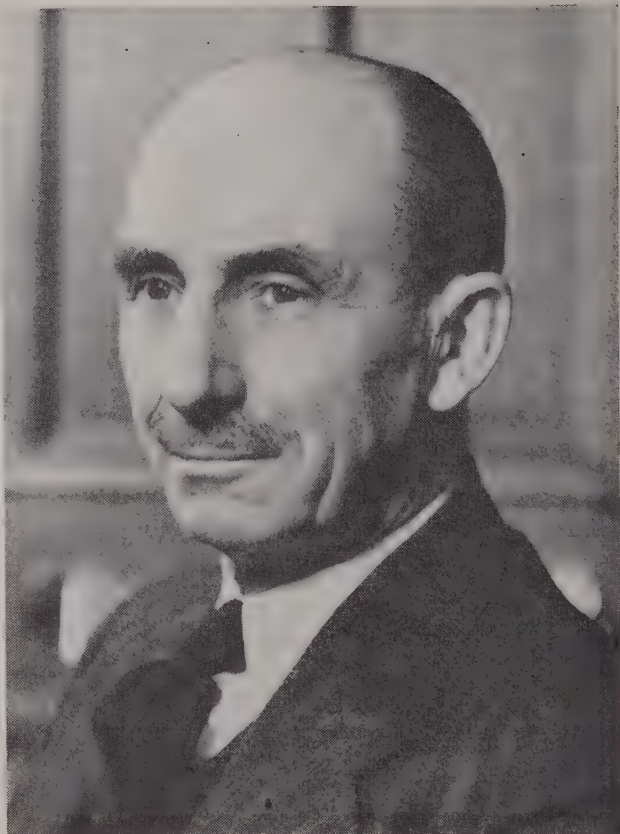
lish a basic level of economic and social security and to foster good labour-management relations. These included the expansion of employment opportunities for certain groups who have particular problems, such as disabled workers, female workers and older workers; the co-ordination on a national scale of efforts to rehabilitate disabled employees; the study of the rôle of the older worker whose retirement at a specified age is not always the "desirable objective", the approval of Parliament to establish within the federal Department of Labour a women's bureau; the enactment of federal legislation forbidding discrimination by employers or unions against any person on account of race, creed, colour or national origin; and the tension of social security measures.

In Mr. Gregg's opinion, one of the greatest hopes for continued gains in productivity lay in the field of industrial relations. Referring again to Canada, he stated that the objectives of collective bargaining have been sought for the most part without government intervention.

The Labour Minister pointed out that Canadian labour relations legislation is designed to establish orderly procedures to aid labour and management in those instances where they are unable to reach an agreement by themselves; the Government exercises no form of compulsion as to what the exact contents of a collective agreement should be.

"We find that freely-negotiated decisions, crucial to our economic welfare, are being made in thousands of separate agree-

Three Speakers at
International Labour
Conference, Geneva



Hon. Milton F. Gregg, Minister of Labour, attended some of the early sessions of the International Labour Conference, delivered an address at June 8 session.

ments, each attuned to the needs of a particular project and community, and each contributing its part to a complex national pattern," he said.

Mr. Gregg stated that when the worker, through joint consultation machinery, is able to invoke the grievance and other clauses in his contract to maintain his rights, he is in a more secure position, "and this in itself is usually conducive to improved productivity."

He thought that many employers realize that the collective agreement has much potential value to management as well as to labour. Management's interest is increasing in human relations and in the factors that make for satisfaction on the job and, thus, for good production, according to the Minister. Unions, on the other hand, are taking into consideration to a greater extent the problems of the economy as a whole, of their industry, of their community and of their enterprise, as well as their own position.

"It is in this spirit," Mr. Gregg said, "that we may begin to feel confident that our human, as well as our material resources, are being more fully developed and utilized to the advantage of all."

In the expansion of Canada's new resources and of her already established industries, Mr. Gregg pointed out that labour-management relations "have been, on the whole, constructive and harmonious. Gains in productivity have occurred and have been distributed in higher business returns, in increased real earnings and in more leisure time. This is a tribute to both employers and unions," the Minister stated.

The success of collective bargaining is a "wholesome alternative" to the doctrines of the early revolutionists, Mr. Gregg declared. "Whereas they envisaged constant conflict, to be resolved through an overthrow of the economic system, we see



Senator Irving Ives of New York (left), head of the United States Government delegation to the International Labour Conference, who was elected Conference President, is shown discussing the agenda with the Director-General of the ILO, David A. Morse.

this freedom for sections in our economic community to gather for constructive discussion, to put forward their views openly and fearlessly, and to reach mutually acceptable compromises as the very basis of our Canadian society.

"Free and frank discussions, carried on in an organized way, which we know today as collective bargaining, are tangible expressions of our democratic life."

While it has been argued that economic systems such as ours contain such inherent contradictions that eventually they must perish, Mr. Gregg thought the evidence of recent years plainly indicated that we have a flexible rather than a rigid system that, utilized with integrity and good will, can adjust itself to meet any problems that may arise and, at the same time, carry us forward in the traditions of freedom.

The objectives in labour-management relations he mentioned have not been fully realized in Canada, the Minister said, but they are reflections of an encouraging

attitude emerging in Canadian society. This attitude is not something imposed on the people by the Government; it is something that is finding its own growth in a spirit of compromise and under the urge of freedom.

In this spirit, Canada continues to share in programs designed to lay a secure and permanent foundation for world peace, Mr. Gregg stated.

Claude Jodoin

Canada's workers' delegate, Claude Jodoin, Vice-President of the Trades and Labour Congress of Canada, pointed out to the Conference that in the field of social security Canada "made some progress" but still had "a long way to go". He enumerated the improvements Canadian labour would like to have made in old age pensions, widowed mothers' allowances, unemployment insurance and national health insurance.

Mr. Jodoin said that the Canadian Government, which he described as "the largest single employer in Canada," had consistently refused to take the lead in employment conditions and in rates of remuneration but recently had been making substantial strides towards bettering the working conditions of its employees. "In this," he stated, "it seems fair to say that our Government has been guided in large part by the basic decisions reached" in ILO conferences.

Both the Government and private employers in Canada had been influenced "in the best sense" by the deliberations and conclusions of the ILO, he declared.

"We in Canada have readily subscribed to the value and desirability of assistance to those countries with special need for industrial development," Mr. Jodoin said. "In seeking economic security and a rising standard of living for ourselves we recognize that this can never be fully accomplished while others in other countries are without either. We know full well that dictatorship of whatever sort, be it of the right or left, feeds and fattens on starving, frustrated and insecure people.

"Freedom reaches its fullness of stature in conditions of economic security and rising living standards. Peace will begin to have practical meaning only when the whole world has a full dinner pail." Canadians, he added, fully endorse the assistance programs and are ready and willing to give them the greatest possible support.

"The workers of Canada are proud of their participation in the work of the ILO," Mr. Jodoin said in conclusion. "The Organization has proved in the past the necessity of its existence for fostering co-operation and understanding between races all over the world."

Senator Ives, Conference President

In an address after his unanimous election as President of the Conference, Irving M. Ives, senior Senator from New

York, told the delegates that "no agreements among men can be lasting unless they are entered into willingly and with a sense of justice".

He added: "A compact forced upon one party by another, or forced upon both by a third party, is not a compact at all—it is duress." He expressed the hope that eventually "reason, intelligence and goodwill" would entirely replace compulsion.

Senator Ives brought to the Conference the greetings and good wishes of President Eisenhower, who felt that the delegates could look confidently to the future with the knowledge that the ILO was an influential organization in world affairs and had accomplished much.

Senator Ives concluded his remarks by noting that states could not isolate themselves from "economic illness" within other countries and pointed out that the ILO had always known that prosperity could be neither isolated nor confined to any one group.

Warning About Mass Unemployment

A warning to the delegates to be on the alert against mass unemployment was sounded by A. A. Van Rhijn, Netherlands Secretary of State for Social Affairs, who stated that there was always the possibility of "new recessions which might spread all over the world like an oil stain".

He expressed the hope that as soon as defence programs were completed, production of war materials might be reduced. He further expressed concern over the international trade picture and pointed out that Europe desired trade and not aid.

Canadian Participation

The Canadian delegates to the Conference were participating in the discussions of the following committees: resolutions, workers' health, minimum age in coal mines, the committee on labour departments and the committee on the composition of the ILO Governing Body.

A milestone in the efforts of the International Labour Organization extending over 34 years to improve the working conditions of women was reached May 23 of this year. On that date, an international convention came into force which binds countries ratifying it to promote equal pay for men and women for work of equal value.

The convention is No. 100 in a series of 103 such international agreements adopted by the ILO since 1919. Its main provision declares that each member country shall, "by means appropriate to the methods in operation for determining rates of remuneration, promote and, in so far as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.



For the 27th consecutive year, the System Committee, Canadian National Railway Union-Management Co-operative Movement, Motive Power and Car Equipment Section, held its annual meeting in Montreal recently. A. C. Melanson, chief of the section, expressed to the representatives of the shop craft unions management's appreciation of the co-operation extended by the employees during the year. He drew particular attention to the difficult period of transition from steam to diesel power. During his address, Mr. Melanson reviewed the task of re-organizing steam repair facilities in the various shops in order to handle diesel operations and said that the co-operation of the shop-crafts has assured the success of the program.

Speaking on behalf of the employees, J. J. Cuppello, President, Canadian National Railway System Federation No. 11, Railroad Employees Department, Division No. 4, AFL, expressed his pleasure at management's appreciation of past co-operation and felt certain that it would be maintained. He said that the opportunity for labour and management to consult together, afforded by the co-operative committees, was greatly prized by the employees.

* * *

Writing in the *Co-operator*, published by the Industry Council Association of New York, Pat Conroy, Canadian Labour Attaché in Washington, has evaluated the work of Labour-Management Production Committees in Canada. Mr. Conroy, a former member of the Labour-Management Co-operation Service Advisory Committee, has been closely associated with this work. Mr. Conroy said, in part:—

"The joint production committees are establishing a day-to-day permanent means of communication between labour and management. By working together, they get to know one another. Surprisingly enough, in most cases, through the joint production committees, labour and management men are finding out that both are not nearly as bad as they had painted themselves, and that they can talk to each other in broader terms than in the con-

finer area of reference to each other's ancestors.

"The joint committees are a leavening force in industrial relations. They are helping in this all-important field, where the temptation is to do damage in place of good. They are helping production also, but that—curiously enough—is at first glance a secondary consideration.

"Joint production committees are no new wonder drug. They do not offer overnight results. They will not change the face of the earth. They are not a panacea.

"They are, by the test of experience, a good, sound, and constructive aid to assist people to work together. Every nation and people must find the means best suited to this end. We in Canada believe that joint production committees have proved to be beneficial. We intend to continue them, enlarging their numbers and making them work better for the whole community."

* * *

The British Productivity Council, successor to the Anglo-American Productivity Council, has launched a campaign to raise the level of productivity and industrial efficiency in all trades and services in Great Britain. The attitude of the Trades Union Congress General Council to the campaign was defined by Sir Lincoln Evans, General Secretary of the Iron and Steel Trades Confederation. Sir Lincoln said:—

"The central purpose of trade unions is to obtain, as far as conditions permit, as high a standard of living as they can for those they represent. This is really the be-all and end-all of their existence. Low productivity spells low standards, high productivity means high standards, or at least provides the conditions under which they can be obtained."

The main purpose of the Council is to put into operation plans for spreading the best industrial "know-how" among employers, management, and workers. Co-operating in the project are the Trades Union Congress, the British Employers Confederation, the Federation of British Industries, the Association of Chambers of Commerce, and the nationalized industries.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during May and issued three certificates designating bargaining agents. During the month the Board received six other applications for certification.

Applications for Certification Granted

1. United Mine Workers of America, District 50, Region 75, Local 13735, on behalf of a unit of employees of Lakes and St. Lawrence Navigation Co. Limited, Montreal, comprising employees classified as first mate, second mate, second engineer, and third engineer employed aboard the SS. *Casco*. The application was submitted originally in the name of Local 13618 (L.G., Sept., 1952, p. 1207).

2. National Association of Broadcast Engineers and Technicians, on behalf of a unit of miscellaneous classifications of employees of Radio Station CKVL, Verdun, Que. (L.G., April, p. 574).

3. Canadian Wire Services Local 213, American Newspaper Guild, on behalf of a unit of employees of the Canadian Broadcasting Corporation, comprising employees in the News Service engaged in the preparation of news for television (L.G., May, p. 697).

Applications for Certification Received

1. Seafarers' International Union of North America, on behalf of a unit of unlicensed personnel employed on vessels operated by Hall Corporation of Canada, Montreal (Investigating Officer: R. Trépanier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

2. United Mine Workers of America, District 50, Region 75, Local 13735, on behalf of a unit of licensed personnel employed on vessels operated by Hall Corporation of Canada, Montreal (Investigating Officer: R. Trépanier).

3. International Union of Mine, Mill and Smelter Workers, Local 913, on behalf of a unit of employees of Eldorado Mining and Refining Limited, employed in the Company's Beaverlodge Operation at Uranium City, Sask. (Investigating Officer: J. S. Gunn).

4. International Brotherhood of Electrical Workers, Local Union No. 1318, on behalf of a unit of employees of the Chronicle Co. Ltd., Halifax, employed at Radio Station CJCH (Investigating Officer: J. R. Kinley).

5. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers and electricians employed by Canadian Pacific Steamships Limited on deepsea vessels in its Pacific service (Investigating Officer: G. R. Currie).

6. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed by Gulf and Lake Navigation Company Limited, Montreal, on board the SS. *Cedarton* and SS. *Birchton* (Investigating Officer: L. Pepin).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May the Minister appointed conciliation officers to deal with the following disputes:—

1. Railway Express Agency, Inc., and Brotherhood of Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

2. Canadian National Steamships; Canadian Pacific Railway Company (B.C. Coast Steamship Service); Canadian National Railways (B.C. Coast and B.C. Lakes, Barge and Ferry Service); Union Steamships Limited; Frank Waterhouse and Company of Canada Limited, Vancouver; and the Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

3. National Harbours Board, Halifax, and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 231 (Conciliation Officer: T. D. Cochrane).

4. Canadian National Steamships; Canadian National Railways (Barge and Ferry Service, Port Mann; Barge and Ferry Service, Okanagan Lake); Canadian Pacific Railway Company (B.C. Coast Steamship Service); Union Steamships Limited; Frank Waterhouse and Company of Canada Limited and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

5. Quebec Railway, Light and Power Company and National Catholic Transport Brotherhood of Quebec, Inc. (Conciliation Officer: L. Pepin).

6. Quebec Railway, Light and Power Company and Catholic Syndicate of Garage Employees of the Q.R.L. & P. Company, Inc. (Conciliation Officer: L. Pepin).

7. The Brookland Company Limited (Radio Station CKWS, Kingston) and the National Association of Broadcast Engineers and Technicians (Conciliation Officer: F. J. Ainsborough).

8. The Brookland Company Limited (Radio Station CHEX, Peterborough) and the National Association of Broadcast Engineers and Technicians (Conciliation Officer: F. J. Ainsborough).

9. Newfoundland Employers' Association Limited (Coal and Salt Boats), St. John's and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

10. Newfoundland Coal Company (Mechanical Operations), St. John's and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

11. Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson & Sons, Limited; Upper Lakes and St. Lawrence Transportation Company Limited and the National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. Newfoundland Employers' Association Limited (General Cargo), St. John's and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, p. 873).

2. Newfoundland Employers' Association Limited (Coal and Salt Boats), St. John's and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (see above).

3. Newfoundland Coal Company (Mechanical Operations), St. John's and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (see above).

Conciliation Board Appointed

Canada Steamship Lines, Limited; Colonial Steamships Limited; N. M. Paterson & Sons Limited; Upper Lakes and St. Lawrence Transportation Company Limited, and National Association of Marine Engineers of Canada, Inc. (see above). The Board had not been fully constituted at the end of the month.

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established to deal with matters in dispute between Canadian National Newfoundland Steamship Service, Canadian National Railway Company and Canadian Merchant Service Guild, Inc. (L.G., June, p. 874) was fully constituted in May with the appointment of Edmund J. Phelan, QC, St. John's Newfoundland, as Chairman. Mr. Phelan was appointed by the Minister on the joint recommendation of the other two members, F. J. Ryan and Frank Chafe, both of St. John's, who were previously appointed on the nominations of the company and the union respectively.

2. The Board of Conciliation and Investigation established to deal with matters in dispute between Canada Steamship Lines Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 874) was fully constituted in May with

the appointment of Eric G. Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister in the absence of a joint recommendation from the other two members, Joseph Sedgwick, QC, Toronto and Lucien Tremblay, Montreal, who were previously appointed on the nominations of the company and the union respectively.

3. The Board of Conciliation and Investigation established to deal with matters in dispute between Colonial Steamships, Limited; N. M. Paterson & Sons, Limited; Upper Lakes and St. Lawrence Transportation Company Limited and Seafarers' International Union of North America, Canadian District (L.G., June, p. 874) was fully constituted in May with the appointment of Eric G. Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister in the absence of a joint recommendation from the other two members, Joseph Sedgwick, QC, Toronto and Mr. Lucien Tremblay, Montreal, who were previously appointed on the nominations of the companies and the union respectively.

4. The Board of Conciliation and Investigation established to deal with matters in dispute between National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., June, p. 874) was fully constituted in May with the appointment of H. Carl Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister on the joint recommendation of the other two members, K. G. K. Baker and Michael Rubinstein, both of Montreal, who were previously appointed on the nominations of the company and the union respectively.

5. The Board of Conciliation and Investigation established to deal with matters in dispute between National Harbours Board, Quebec, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., June, p. 874) was fully constituted in May with the appointment of Mr. Justice O. L. Boulanger, Quebec, as Chairman. Mr. Justice Boulanger was appointed by the Minister in the absence of a joint recommendation from the other two members, Jean Turgeon, QC, Quebec, and Michael Rubinstein, Montreal, who were previously appointed on the nominations of the company and the union respectively.

Conciliation Board Report Received

During May the Minister received the report of the Board of Conciliation and Investigation established in March to deal with matters in dispute between Red River Grain Company Limited and Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., May, p. 699).

The text of the Board's report is reproduced below.

Settlement Following Board Procedure

Robin Hood Flour Mills Limited, Saskatoon and Moose Jaw, and Locals 342 and 201, Flour and Cereal Workers' Division of the United Packinghouse Workers of America (L.G., March, p. 420).

Report of Board in Dispute between

Red River Grain Company Limited

and

Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America

The Hon. the Minister of Labour,
Department of Labour,
Ottawa, Ontario.

File 761:76:53

In the matter of the Industrial Relations and Disputes Investigation Act and dispute affecting Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, applicant, and Red River Grain Company Ltd., St. Boniface, Manitoba, respondent.

The Board of Conciliation, established to endeavour to effect agreement between the above Employer and the Union, begs leave to present its report:—

Members of the Board:

J. B. Rollit, Chairman.
Ivan J. R. Deacon, QC,
Employer's Nominee.
Harvey Barber, Union's Nominee.

Appearances:

For the Company:
R. P. Dawson.
H. S. Scarth, QC.

For the Union:
A. A. Franklin.
M. Avanthay.
J. Proulx.
J. Ruest.
E. Winzinowich.

On May 23, 1953, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America and Red River Grain Company Limited, St. Boniface, Man.

The Board was under the chairmanship of J. B. Rollit, Winnipeg, who was appointed by the Minister on the joint recommendation of the other two members. The nominee of the company was Ivan J. R. Deacon, QC, Winnipeg; the union nominee was Harvey Barber, Winnipeg.

The text of the Board's report is reproduced herewith.

Sittings:

The Board held a total of eight sittings, including one meeting with the Union, one meeting with the Company, and six meetings of the Board alone.

Points in Dispute:

The dispute concerns changes requested by the Union in certain clauses of the Memorandum of Agreement between the Company and the Union, which were put forward in accordance with the provisions of the Agreement covering termination and negotiations to amend.

The changes still in dispute at the time that the Board was set up were summarized in a Brief submitted by the Union, which reads:—

"The main issues in the dispute are as follows:

"(1) *Hours of Work.* Reduction of the present 48-hour work week to 44 hours with the same take-home pay.

"(2) An additional Statutory Holiday, the first Monday in August, making a total of 9.

"(3) An additional 2 cents per hour night premium for the midnight shift, raising the present 5-cent premium in this shift from 5 cents to 7 cents per hour.

"(4) *Wages.* (a) The Union requests 10 cents per hour increase in all rates, after adjustments are made in hours as outlined in (1).

(b) That present 1-cent per hour Cost-of-Living Bonus for each point rise in the Cost-of-Living old Index, be adjusted to the new Consumer's Price Index on an equivalent basis.

"(5) Three weeks annual vacation to all employees with 10 years' service with the Company."

A sixth point, which had been inadvertently omitted from the written Brief, was presented orally:

"(6) That the foregoing provisions shall be retroactive to February 15, 1953." (Date of termination of the Agreement.)

Acknowledgment:

It is gratifying to report that all dealings with both parties to this dispute were carried out in a friendly and co-operative atmosphere. The briefs submitted were ably prepared and ably presented, and the Board was provided with all the information, much of it of a highly confidential nature, necessary to enable its members to reach a decision.

As the discussions progressed, it became evident that it would not be possible to bring the parties into agreement on the major issues and that it would be necessary for the Board to submit its own recommendations. These are given below. It is also gratifying to report that the Members were able to reach a unanimous decision on all save one of the points in dispute.

Recommendations:

A. The Board unanimously recommends:

(1) *Hours of Work*—

That the present basic work week of 48 hours shall be reduced to a basic work week of 45½ hours.

(2) *Statutory Holidays*—

That the first Monday in August, Civic Holiday, shall be added to the list of Statutory Holidays given in Section 6(a) of the Agreement, bringing the number of such Statutory Holidays up to nine.

(3) *Premium for Night Work*—

That there shall be no increase in the premium of five cents per hour for night work, which is provided in Section 7(a) of the Agreement.

(4)(b) *Cost-of-Living Bonus*—

That the provisions of the addendum to the Wage Schedule in Section 8 of the Agreement, covering adjustment of the Bonus to conform with the new Consumer's Price Index, shall be applied.

(5) *Annual Vacations with Pay*—

That employees with ten years' service with the Company shall be entitled to three weeks' annual vacation with pay.

(6) *Effective Date of Recommendations*—

That the recommendations with respect to increase in hourly rates recommended in (4)(a), below, shall become effective as of April 20, 1953.

B. The Board is also unanimous in its recommendation that the hourly rates given in the wage schedule in Section 8 of the Agreement should be adjusted to provide the same take-home pay for the basic work week of 45½ hours as for the present basic work week of 48 hours. The Members are, however, unable to agree as to what additional increase in hourly rates, as requested by the Union and opposed by the Company, is appropriate.

(4)(a). On this point (additional increase), majority and minority recommendations are accordingly made:—

Messrs. Deacon and Rollit recommend an increase of two cents per hour on the basis of the 45½ hour week, or 91 cents per week.

Mr. Barber recommends an increase of six cents per hour on the basis of the 45½ hour week, or \$2.73 a week.

(Sgd.) J. B. ROLLIT,
Chairman.

(Sgd.) IVAN J. R. DEACON,
Employer's Nominee.

(Sgd.) HARVEY BARBER,
Union's Nominee.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Manufacturing

Hats and Caps—Quebec and Ontario—

The Association of Millinery Manufacturers (Quebec and Ontario Divisions) and The United Hatters, Cap and Millinery Workers' International Union, Locals 49 (Montreal) and 46 (Toronto).

Amendment to the agreements which expired February 15, 1952 (for summary of Toronto agreement see L.G., Dec. 1950, p. 2061) renews the previous agreements, with certain changes and additions, for a further period of 3 years, commencing February 16, 1952, and expiring February 15, 1955. However, within 60 days prior to February 15, 1954, either party may demand a revision of wages in the event of a serious change in circumstances affecting the welfare of either party at that time.

The amendment consolidates the Montreal and Toronto agreements and provides that the agreement "shall be deemed a national agreement and shall apply *mutatis mutandis* in all respects to the employers and employees in both the provinces of Quebec and Ontario".

Escalator clause: twice a year, during the months May-June and October-November, the union or the employer may demand a change in wages if the Dominion Bureau of Statistics' cost-of-living index increases or decreases at least 4 to 5 points above or below the figure 189.8 (index figure for September 1951), provided that in no case shall the decrease in wages exceed the amount of any increase granted under this clause.

Pension fund: the parties agree to establish pension benefits for employees, members of the union. The pension plan will be amalgamated with the existing Sick and Health Benefit Fund (separately for each province) and renamed by some suitable name as may be agreed upon. The pension plan shall be set up on the basis of payments of an annuity of \$50 per month to employees of retirement age of 65 years, who have been employed continuously in the industry and who have been members of the union for at least 10 years prior to retirement. The employers will be the sole contributors to the amalgamated fund; they guarantee that the payment to the amalgamated fund and benefits to retired workers will become effective as and from February 15, 1953.

Fine Grade Paper—Ontario and Quebec—
Certain Fine Grade Paper Companies and The International Brotherhood of Pulp, Sulphite and Paper Mill Workers, International Brotherhood of Paper Makers, and International Association of Machinists.

Memorandum of agreement, executed as of May 1, 1953, renews the previous agree-

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

ment (see L.G., April, p. 577) between the above parties for one year, from May 1, 1953, to April 30, 1954, with the following changes and additions:—

Hours, overtime and vacation pay: effective as of the commencement of the first pay period following October 1, 1953, the hours of work will be reduced from 44 to 40 hours per week; corresponding changes will be made in the overtime and vacation pay provisions.

Wages: for each straight time hour worked between May 1 and October 3, 1953, employees will be paid 3 cents per hour, the total amount to be payable as a lump sum and included in the pay for the period commencing October 4, 1953. Effective as of the commencement of the first pay period following October 1, 1953, the present hourly rates of pay will be adjusted by 10 per cent, calculated to the nearest full cent.

A joint committee will be established to study the existing rate structures in the boiler houses with a view to making possible recommendations for consideration.

Commercial Printing—Montreal, Que.—

The Employing Printers' Association of Montreal Inc. and The International Printing Pressmen and Assistants' Union of North America, Local 52.

Agreement to be in effect from the first full payroll period on or following December 1, 1952, to the last full payroll period preceding December 1, 1954, and thereafter from year to year, subject to notice.

Union security: the employers agree to employ members of the union in good standing in their pressroom to cover all positions which this agreement contemplates, including that of foreman.

Hours: 8 per day, 5 days or nights per week, a 40-hour week. Employees shall not be required to work less than a full shift in any day or night, except in case of emergency. **Overtime** rates at time and one-half for the first 3 hours and double time thereafter will be paid for work in excess of the regular daily or weekly hours and on a regular off-day or off-night, double time for all work on Sunday and triple time for work on 7 specified *paid holidays*. In addition, employees will be given the afternoon of St. John Baptist Day off with pay. In French plants 8 specified holidays will be observed.

Vacations with pay: after one year's service 10 days; employees with less than one year's service will receive one-half day, or pay in lieu thereof, for each 25 days worked.

Minimum hourly wage rates: pressmen—cylinder press \$1.87½; two-colour press, perfecting press, pre-make ready \$2.02½; cotterell press \$2.32½; platen press, small offset presses up to 14 by 20 inches \$1.67½; assistants—cylinder and platen \$1.62½; two-colour, perfecting \$1.67½; apprentices—31 per cent of journeyman's rate during first 6 months, with proportionate increases each succeeding 6 months which will provide, upon completion of the fourth year, the equivalent of the full assistant's scale of wages. Each succeeding year for 3 years an apprentice pressman shall receive an increase of one-quarter of the difference between the assistant's rate of wages and the journeyman pressman's scale until the full pressman's rate is reached. The above journeyman's and assistant's rates are 7½ cents per hour higher than the previous rates; effective December 1, 1953, these rates will be increased by another 7½ cents per hour.

Night shift differential: for night work journeymen and assistants will be paid 15 per cent over the day rate.

Employees who lose situations by reason of a consolidation or merger shall be entitled to 2 weeks' severance pay at their regular rates.

Apprentices may be employed in the following ratio: for the first 2 journeymen one apprentice, for each additional 5 journeymen one apprentice; when 4 apprentices are employed an additional one may be employed for each 10 journeymen.

Provision is made for the *settling of disputes, seniority rights and complement of men on presses.*

Commercial Printing—Montreal, Que.—

The Employing Printers' Association of Montreal Inc. and The International Brotherhood of Bookbinders, Local 91.

Agreement to be in effect from the first full payroll period on or following December 1, 1952, to the last full payroll period preceding January 1, 1955, and from year to year thereafter, subject to notice. This agreement is similar to the one between the Employing Printers' Association of Montreal Inc. and the International Printing Pressmen and Assistants' Union, summarized above, with the following differences:—

Overtime: this agreement does not provide double time for all work on Sundays, nor does it contain a special provision concerning the observance of holidays in French plants.

Minimum hourly wage rates for 1953 and 1954, respectively: journeymen \$1.87½ and \$1.95, journeywomen 95 and 97½ cents, apprentices, male from 58 and 60½ cents during first 6 months to \$1.57½ and \$1.64 during twelfth 6 months, female from 52 and 53 cents during first 6 months to 81 and 83 cents during sixth 6 months. (The above 1953 rates for journeymen are 7½ cents and those for journeywomen 5 cents per hour higher than the rates provided in the previous agreement.)

Garages—Antigonish, N.S.—Certain Firms and The Antigonish Garage Workers Union, Local 226 (CCL).

Agreement to be in effect from March 15, 1953, to March 14, 1954, and from year to year thereafter, subject to 2 months' notice.

Union security: maintenance of membership.

Check-off: the employers agree to deduct union dues and assessments from the pay of all members who so authorize and to remit the amounts deducted, less 5 per cent for collection and bookkeeping, to the union.

Hours: 8½ per day Monday through Friday, 4½ on Saturday, a 48-hour week (previously 8½ per day Monday through Saturday, a 51-hour week). For regular service station attendants working hours will remain as provided by the Board of Public Utilities. **Overtime:** time and one-half for work in excess of the above daily hours and for work on Sundays, double time for work on all statutory and other observed holidays. All holidays are *paid holidays*. The employers agree to pay overtime at the standard rates when the station remains open for business on Sunday and in the evening after 6 p.m.

Vacations with pay: one day for every 24 days worked.

Wage rates: hourly—auto mechanic, 1st class \$1.19, 2nd class \$1.03½, 3rd class 92½ cents; auto bodymen, 1st class \$1.30, 2nd class \$1.03½, 3rd class 92½ cents; weekly—service stationmen, after one month \$27, after 6 months \$33, experienced \$41; helpers a minimum of \$23, increased every 3 months so as to reach \$33 per week after one year's service. (The above hourly rates are from 5½ to 8 cents per hour higher than the previous rates.)

Tools: first and second class auto mechanics must provide themselves with a complete set of tools and third class auto mechanics with sufficient tools to perform the type of work usually entrusted to them.

Seniority: layoffs and rehiring will be conducted on a seniority basis consistent with the ability of the employees to perform the work required.

Provision is made for *grievance procedure and the health and safety* of employees.

Garages—Victoria, B.C.—Certain Automobile Dealers and Automotive Maintenance Workers' Union, Local 151 (TLC).

Agreement to be in effect from March 1, 1953, to February 28, 1954, and thereafter from year to year, subject to 60 days' notice.

Union security: maintenance of membership.

Check-off: voluntary.

Hours: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. **Overtime:** time and one-half for the first 4 hours of work in excess of the above daily hours; double time thereafter and for work on Sundays and on 9 specified holidays.

Vacation with pay: "employees third annual and subsequent holidays shall be two weeks with pay."

Hourly wage rates: journeymen—machinists, mechanics, trimmers, radiator men, body and fender men, battery men, electricians, vulcanizers, painters, welders \$1.70;

mechanics' helpers \$1.06½ to \$1.43, lubrication \$1.01½ to \$1.30, washers \$1.01½ to \$1.24, janitors \$1.02, service attendants \$1.01½ to \$1.30, service salesmen \$57.34 to \$71.41 per week; parts men \$37.40 to \$66 per week, car jockeys \$23.75 and \$30 per week. (The above basic rates for journeymen are 5 cents per hour higher than the previous rates, while for other employees they are the same, except that during the probationary period the rates now are 2½ cents per hour lower than previously. However, the previous rates were subject to a cost-of-living adjustment, up or down, on the basis of 25 cents per week for each rise or fall of one point in the cost-of-living index above or below 191-1, with a floor of \$1.55 per hour for journeymen and a floor based on a similar percentage for other employees.)

Escalator clause: an escalator plan shall be adopted and shall be effective when the Dominion Bureau of Statistics' consumer price index rises above or falls below the figure 115-8. However, no changes will be made if the adjustments amount to less than \$1.25 per week, nor shall adjustments fluctuate more than \$2.50 per week above or below the basic wage rates. "The value of a point of the Consumer Price Index shall be that set by the Dominion Bureau of Statistics, on the basis three (3) Points Consumer Price Index equal five (5) Points Cost-of-Living Index, . . . this detail subject to further negotiations if necessary."

Off-shift differential: employees required to work on evening shifts will receive corresponding time off during the day and will be paid 10 cents per hour above the regular rate between 5 p.m. and midnight, and 20 cents per hour after midnight.

Guaranteed earnings: after one month's continuous employment, hourly workers will be guaranteed 33 hours' work weekly, provided they report daily for work. Apart from his regular employment, no employee will work on any automobile, truck or tractor other than those registered in his name.

Clothing: uniforms and cover-alls necessary in the performance of the employees' work will be furnished by the company at cost. Rubber aprons, gum boots and rubber gloves will be provided for battery men, car washers, steam cleaners and radiator men.

Apprentices will be treated in accordance with the provisions of the British Columbia Apprenticeship Act. The ratio of employment shall not exceed one apprentice to every 4 journeymen.

Seniority shall apply in all lay-offs and re-employment, subject to merit and ability. In promotions seniority and ability will be given consideration, the decision of the management to be accepted as final.

The company agrees to work with the union on a plan of establishing an Examining Board that will certify all workers in the trade according to the workers' ability.

Provision is made for *grievance procedure*.

Knitting Machine Needles—Bedford, Que.

—The Torrington Company Limited and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 956.

Agreement to be in effect from February 18, 1953, to February 17, 1954, and thereafter from year to year, subject to 60 days' notice.

Check-off: voluntary but irrevocable.

Hours: during the months October to May—9 per day Monday through Friday, 5 on Saturday, a 50-hour week; during June, July, August and September—9 per day Monday through Friday, a 45-hour week. **Overtime:** time and one-half for work in excess of above weekly hours and for work on Sundays and on 10 specified holidays, 5 of which are *paid holidays*.

Vacations with pay: the plant will close for 2 weeks during the summer. Employees who have completed one year of continuous service will receive one week's pay, while employees with 5 or more years of continuous service will receive 2 weeks' pay. Employees with 3 months but less than one year of continuous service will receive one-half days' pay for each calendar month worked. Employees who do not return to work immediately after the vacation period will have one-half their vacation pay deducted from their wages, unless they have a legitimate excuse acceptable to the company.

Wages: the wage rates in effect immediately prior to the date of the present agreement will remain in effect for the duration of this agreement. The minimum hiring rates will be 60 cents per hour for males and 45 cents for females. These rates will be increased by 5 cents per hour after 3 months and by an additional 5 cents after 6 months of continuous employment.

Night shift differential: a premium of 5 cents per hour will be paid to employees who work on a night shift.

Insurance and Benefit Plan: the parties agree to enlarge the scope of the existing Insurance and Benefit Plan to obtain certain specified additional Blue Cross benefits. The costs of the Insurance and Benefit Plan, as amended, shall continue to be borne one-half by the company and one-half by the employees.

Seniority: ability being equal, seniority will be the governing factor in lay-off, re-hiring, promotion and demotion. In cases of lay-off only, members of the grievance committee will have preferential seniority.

Provision is made for *grievance procedure* and the *safety and health* of employees.

Construction

Plasterers—Edmonton, Alta.—Edmonton

Plastering Contractors and the Operative Plasterers' and Cement Masons' International Association of the United States and Canada, Local 372.

Agreement to be in effect from April 1, 1953, to March 31, 1954, and thereafter from year to year, subject to notice. The jurisdiction of this agreement extends to that part of Alberta which lies north of a line drawn through the City of Red Deer, east and west to the boundaries of the province.

Union security: on all work done in its jurisdiction, members of Local 372 must be employed on a fifty-fifty basis, when available, but all men employed must be members of the international union in good standing. Members of Local 372 will work only for contractors recognized by this local

as fair contractors. No men shall be accepted as a member of the union until he produces proof of his qualifications.

Check-off: the contractors agree to collect all fees, dues and fines and to remit same to the union.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work between 5 p.m. and 10 p.m., double time between 10 p.m. and 8 a.m. and for work on Saturdays, Sundays and on 8 specified holidays, except that Saturday work outside a radius of 20 miles from Edmonton City limits is optional and, if worked, will be paid for at single time.

Minimum wage rates: \$2.12½ (previously \$2) per hour; foremen will be paid 10 cents per hour over the set scale. Any job employing 5 or more plasterers shall have one foreman who must be a skilled plasterer.

Night shift differential: for work on shifts between 5 p.m. and 8 a.m. employees will receive 8 hours' pay for 7 hours' work.

Out-of-town jobs: men hired in Edmonton for out-of-town jobs shall receive transportation, board and room, and pay for travelling time (up to 8 hours in 24). Unless employees remain until the job is finished or until they are laid off or discharged, they will not be entitled to return expenses. On jobs outside a 5-mile radius from the city limits employees will be paid travelling time for travelling before 8 a.m. and after 5 p.m.

Provision is made for the settling of disputes.

Transportation, Storage, Communication

Urban and Suburban Transportation—

Ottawa, Ont.—Ottawa Transportation Commission and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Division 279.

Agreement to be in effect from January 1, 1953, to December 31, 1954, and thereafter from year to year, subject to notice. However, by giving notice prior to November 15, 1953, either party may require re-negotiation of the wage rates for the year 1954, and also a revision of the normal working periods for employees in the operating department.

Check-off: voluntary but irrevocable. However, employees, who were subject to the check-off at the date of the inception of this agreement shall remain subject thereto during the life of the agreement.

Hours: 44 (previously 48) or an average of 44 hours per week according to the following schedule: track, line, power house employees, night clerks, etc. 40 and 48 hours in alternate weeks; bus garage—day staff 8 per day 5½ days a week, night staff 9 per day 4 days a week and 8 hours on the fifth day; car barn—day staff 8 per day 5½ days a week, night staff 40 and 48 hours in alternate weeks; operating division 7 hours and 20 minutes per day 6 days a week. **Overtime:** time and one-half will be paid to car and bus operators for platform time worked in excess of the equivalent of 8 hours per day for the pay period, and to all other employees for all time worked in excess of the equivalent of 8 hours per day for the pay period, to trackman and day staff employees of power house, car shop, car shed, bus garage and line department answering emergency calls on Sundays and

on 6 specified holidays; time and one-quarter for work on Sundays and on 6 specified holidays; double time for work on 2 specified holidays (previously time and one-quarter for work on 8 holidays). Employees engaged in overtime work will be given meal tickets.

The above provisions concerning hours of work and overtime shall become effective for the operating department on March 1, 1953, and for all other divisions on February 16, 1953.

Vacations with pay: employees with less than one year's service will be entitled to one-half day for each month worked, to be taken in the calendar year following the one in which they were hired; after one year's qualifying service an employee will be entitled to 7 days off with 6 days' pay, after 2 or more qualifying years to 14 days off with 12 days' pay.

Hourly wage rates for certain classifications (effective March 1, 1953, for operating department and February 16, 1953, for all other divisions); operators, training \$1, first 6 months \$1.28, second 6 months \$1.32, third 6 months \$1.36, thereafter \$1.38; supervisors \$1.38, instructors \$1.43 and \$1.53, loaders-fare collectors \$1.27, linemen \$1.30 to \$1.41, groundmen \$1.23 to \$1.28; power house, etc.—water plant operators \$1.33 and \$1.38, sub-station operators \$1.31 and \$1.33, learners \$1.28, maintenance and repairmen \$1.35 and \$1.47, helpers \$1.22 to \$1.30; bus garage—motor mechanic, body mechanic, automotive electrician \$1.36 to \$1.49; apprentices from \$1.01 in first year to \$1.23 in fifth year; garage attendants \$1.22 to \$1.40, garage labourer \$1.01 to \$1.18; car shop and car house—blacksmiths \$1.33 and \$1.44, carpenters \$1.30 to \$1.44, machinists \$1.34 to \$1.49, upholsterers \$1.33 and \$1.42, welders \$1.33 to \$1.49, armature winders \$1.29 to \$1.43, car electrical repairmen \$1.32 to \$1.43, oiler \$1.32, cleaners \$1.22; track department—trackmen \$1.23 and \$1.27, track welders \$1.29 and \$1.33; switchmen, truck drivers \$1.22 and \$1.27; labourers \$1.01 to \$1.22, watchmen \$1.09 to \$1.15. (The above rates are from 8 to 12 cents per hour higher than the previous rates. Employees now receive approximately the same take-home pay for a 44-hour week as previously for a 48-hour week.)

The commission will provide employees with free transportation on its regular car and bus service. All operators will be supplied by the commission with uniform clothing, switchmen with rubber boots, waterproof coats and waterproof hats and trackmen, employed at drain work during the spring and fall, with rubber boots.

Provision is made for a *Sick Benefit Plan*, seniority rights and grievance procedure.

Service

Building Service—Montreal, Que.—Building Owners' and Managers' Association of Montreal Inc. and Building Service Employees' International Union, Local 298.

Agreements, entered into on various dates for the different buildings, to be in effect for a period of 2 years from the date of signature and thereafter for an additional year, subject to notice.

Check-off: the companies agree to deduct monthly union dues and initiation fees from the pay of employees who so authorize. The authorization may be signed to cover the entire period of employment during which an agreement exists between the union and the employer.

Hours: 54 per week, except for maintenance men (48 hours) and for watchmen (66 hours); 6 working days will constitute a working week. When 12 hours continuous service are required, the meal period shall not be deducted if required to be taken on the premises. **Overtime:** time and one-half for work in excess of a regular working week, double time for work on 7 specified paid holidays.

Rest periods: all elevator operators will be given two 15-minute rest periods per shift.

Vacations with pay: one week after 6 months' service, two weeks after one year's service.

Hourly wage rates effective from April 6, 1953: starter elevator operator 93 cents; elevator operator, male 91 cents, female 81 cents; watchmen 91 cents, handy men \$1.01, maintenance men \$1.11; cleaners, male 90 cents, female 83 cents (these rates are 5 cents per hour higher than the previous rates).

All special equipment, including uniforms, if required by the employer shall be furnished and maintained by him.

Provision is made for *seniority rights* and *grievance procedure*.

Schools (Teachers)—Montreal, Que.—

The Montreal Catholic School Commission and L'Association des Educateurs Catholiques de Montreal.

Agreement to be in effect from December 1, 1952, to November 30, 1955; however, if, after December 1, 1954, economic conditions are radically different from those of today, the association may request a revision of the salary scales.

Basic scale of annual salaries (the figures quoted are for female teachers, single male teachers, and married male teachers respectively): elementary course—1st year \$1,700, \$1,900, \$2,200; 2nd year \$1,800, \$2,000, \$2,300; 3rd year \$1,900, \$2,100, \$2,400; 4th year \$1,900, \$2,200, \$2,600; 5th year \$2,000, \$2,300, \$2,700; 6th year \$2,000, \$2,400, \$2,800; 7th year \$2,200, \$2,700, \$3,000; 8th year \$2,200, \$2,800, \$3,100; 9th year \$2,400, \$2,900, \$3,200; 10th year \$2,400, \$3,200, \$3,500; 11th and 12th years \$2,500, \$3,200, \$3,500; 13th and 14th years \$2,500, \$3,500, \$3,800; 15th year \$2,600, \$3,500, \$3,800; 16th to 18th years \$2,600, \$3,600, \$4,000; after 18th year \$3,000, \$3,700, \$4,300.

In addition, the following annual supplements will be paid: to junior high course teachers \$300; to senior high course teachers \$500; to unmarried teachers (male and female) who have dependents \$200; to female teachers in charge of first grade classes who have attended and passed the examination for the improvement courses organized for teachers of this grade \$200, provided their teaching is satisfactory; to teacher in charge of the school library \$100, to teacher in charge of singing in the school \$100; to each teacher in charge of gymnastic lessons a minimum annual remuneration of \$50, plus an annual remuneration of 50 cents per pupil for all pupils in excess of 50 in

the teacher's class; to teachers who teach in the hospitals \$100; to auxiliary class teachers—first 3 years of teaching \$100, 4th and 5th years of teaching \$200, 6th and following years of teaching \$300; to any teacher who holds the degree of Bachelor of Arts or of Sciences \$300; if the teacher obtains a Licentiate in Pedagogy or a Licentiate or a Master's Degree in one of the basic subjects of the official program \$350; if the teacher obtains a Doctorate in any of the same subjects \$400; to any teacher, not holding the degree of Bachelor of Arts, who obtains a Superior Diploma in Pedagogy from the Institut Saint-Georges \$100.

Escalator clause: in addition to the above salaries and supplements, the Commission will pay all teachers a cost-of-living bonus of \$20 a month, increased or decreased by \$2 for each whole point of change in the consumer price index above or below the figure 116.1.

The by-laws of the Commission concerning leave of absence for study, absence through illness, premature retirement and group life insurance form an integral part of this agreement.

The Commission agrees to examine with the representatives of the association any contentious case submitted by the executive of the association.

Schools (Teachers)—Montreal, Que.—

The Montreal Catholic School Commission and The Federation of English-Speaking Catholic Teachers.

Agreement to be in effect from December 1, 1952, to November 30, 1955; however, if, after December 1, 1954, economic conditions are radically different from those of today, the federation may request a revision of the salary scales. This agreement is similar to the one between The Montreal Catholic School Commission and L'Association des Educateurs Catholiques de Montreal, summarized above, with the same scale of salaries.

Municipal Government—Lethbridge, Alta.

—The City of Lethbridge and The Federal Union of Civic Employees, Local 70 (TLC).

Agreement to be in effect from January 1, 1953, to December 31, 1953, and thereafter from year to year, subject to notice.

Check-off: compulsory for all employees (modified Rand Formula).

Hours: 8 per day 5 days a week, a 40-hour week. **Overtime:** time and one-half for the first 4 hours in excess of the regular shift; double time thereafter and for work on Saturdays, Sundays (or the alternative days of rest) and on 8 specified paid holidays, as well as on all general holidays (also paid) proclaimed by the municipal, provincial or federal governments.

Vacations with pay: permanent employees will be granted 2 weeks after one year and 3 weeks after 10 years of continuous service. No employee will be entitled to receive any pay for his vacations if during the vacation period he engages in work for which he receives from any party, other than the City of Lethbridge, any remuneration.

Sickness and accident pay: the city agrees to continue the group sickness and accident policy in force with an insurance company. It will pay to its permanent employees the

rates of pay in effect during 1952, for absences covered by the group sickness or accident policy or the Workmen's Compensation Act of Alberta during the year 1953. Payments to the employees will be made only for the same period the compensation is paid under the insurance policy, but including the one week waiting period in case of absence covered by the group sickness policy, and for the period of payment under the Workmen's Compensation Act, but not for more than 13 weeks in any one period per year, nor more than one period of 13 weeks per year after age 60, and no payment of salaries whatsoever after the age of 70 years. The above payments will be made on the understanding that any moneys payable by the insurance company and the Workmen's Compensation Board to the employee will be paid to the city either by the company, the Board, or the employee.

Hourly wage rates for certain classifications: parks department—foreman \$1.44; gardener, truck driver, tractor operator \$1.30; maintenance man grave digger \$1.22; labourer, first class \$1.08, casual \$1; water-works department—machine operator \$1.47, pipelayer \$1.39, meter reader \$1.34, meter

repairman \$1.44, digger, ditch rider \$1.24; street department—utility men \$1.39 and \$1.50, building maintenance man \$1.50, cement finisher \$1.43, garbage men \$1.30 and \$1.35, trouble man \$1.30 (no change in rates from previous agreement).

Shift work: members of the union requested to work any time between midnight and 8 a.m. in lieu of their regular day shift will be paid at the rate of 8 hours' pay for 7 hours' work. The same rate will apply for each of two shifts, should the employer require that two shifts a day be worked other than the normal 8 a.m. to 5 p.m. period.

Clothing: slickers and rubber boots will be made available to employees when working in wet ditches. Garbage collectors will be provided with slickers for use in wet weather. The above clothing will remain the property of the city; when not being used, it must be returned to the city.

Seniority: promotions in any department shall be made from the permanent staff of such department on the basis of seniority and efficiency provided the applicants have the necessary qualifications.

Provision is made for *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of eight others. In addition to those summarized below, they include: the amendment of the agreement for funeral service employees at Montreal published in the *Quebec Official Gazette* April 25, and the amendment of the agreements for

barbers and hairdressers at Joliette and for garages and service stations at Sherbrooke, gazetted May 9.

A request for the amendment of the agreement for the building trades at Montreal was published April 25; a request for a new agreement for barbers and hairdressers at Quebec, and requests for the amendment of the agreements for the building trades at St. Jérôme and for the gasoline retail trade at Chicoutimi were published May 2. A request for the amendment of the agreement for the baking industry at Trois Rivières was published May 9; requests for the amendment of the agreements for trade and office employees at Jonquière, for the paint manufacturing industry and the ladies' handbag manufacturing industry in the province were gazetted May 16; requests for the amendment of the agreements for the building trades at St. Jean and Iberville and at Montreal, for printing trades at Quebec and a request for a new agreement for the baking industry at Granby were all gazetted May 23.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Manufacturing

Men's and Boys' Clothing Industry, Province of Quebec.

An Order in Council dated April 30 and gazetted May 9 makes binding the terms of a new agreement between the Associated Clothing Manufacturers of the Province of Quebec, Inc.; The Montreal Clothing Contractors Association, Inc.; *L'Association des Fabricants de Vêtements de Québec, inc.*; The Rainwear and Sportswear Manufacturers Association; The Odd Pants Manufacturers Association of Quebec and the Amalgamated Clothing Workers of America, Montreal Joint Board; *La Fédération nationale des Travailleurs de l'Industrie du Vêtement, inc.* Agreement to be in effect from May 9, 1953, until July 1, 1953, and thereafter from year to year subject to notice.

Industrial jurisdiction: the present agreement applies to the manufacture (in factories or elsewhere) of men's and boys' clothing, as well as children's clothing, subject to certain exceptions. Provisions are similar to those previously in effect and summarized in the *LABOUR GAZETTE*, October 1952, and February 1953. However, in children's clothing (schedule IV), the clause, clothing for children of ages 3, 4, 5 and 6 years and clothing for girls 7 to 14 years of age, now reads as follows: coats for boys and girls 4, 5 and 6 years of age, not exceeding 24 X, and coats for girls 7 to 14 years of age, inclusive.

Territorial jurisdiction comprises the entire province divided into three zones: Zone I, the Island of Montreal and within a radius of 15 miles of its limits; Zone II, within a radius of 75 miles beyond the limits of Zone I; Zone III, the balance of the province.

Hours are unchanged at 40 per week in Zone I; 44 in Zones II and III. Provision is made for shift work on certain contracts.

Overtime: time and one-half for work in excess of regular hours in all three zones; double time and one-half for work on any of 5 paid holidays. (Overtime provisions are unchanged.)

Minimum wage rates are the same as those which were previously in effect and the rates for certain classifications are as follows: Schedule I, class "A" garments (coats, pants, vests)—skilled cutters \$1.04½ per hour in Zone I, 93 cents in Zone II, 87½ cents in Zone III; skilled trimmers 96½ cents in Zone I, 86½ cents in Zone II, 82 cents in Zone III; pocket makers (coats and pants) 90 cents in Zone I, 79½ cents in Zone II, 75½ cents in Zone III; head operators and shape sewers (coats), pocket makers, tape sewers (vests) 98 cents in Zone I, 87½ cents in Zone II, 83½ cents in Zone III; other minimum rates range from 22 cents per hour in Zone I, 19½ cents in Zone II, 18 cents in Zone III during first 3 months for basting pullers, to 87 cents per hour in Zone I, 76½ cents in Zone II and 73 cents in Zone III for fitters, offpressers (coats) leg pressers (pants) and offpressers (vests); Schedule II, class "B" garments (raincoats, etc.)—markers or knife cutters 94 cents in Zone I, 83½ cents in Zone II, 79 cents in Zone III; trimmers, shape sewers, etc. 87 cents in Zone I, 78 cents in Zone II, 74 cents in Zone III; other minimum rates

range from 40 cents per hour in Zone I, 36 cents in Zone II, 34 cents in Zone III for finishers, button makers, button sewers, etc., to 79 cents in Zone I, 71 cents in Zone II, 67 cents in Zone III for offpressers (hand or machine) and pocket makers; Schedule III (odd pants)—skilled cutters 93½ cents in Zone I, 83½ cents in Zone II, 81 cents in Zone III; front and back pocket makers, trimmers and seamers 85 cents in Zone I, 76 cents in Zone II, 72½ cents in Zone III; other rates range from 40 cents per hour in Zone I, 35 cents in Zone II, 34 cents in Zone III for fly makers, pocket sergers, finishers, examiners, etc., to 79 cents in Zone I, 70 cents in Zone II, 65½ cents in Zone III for lining stitchers and leg pressers; Schedule IV (children's clothing)—skilled markers 83½ cents in Zone I, 74 cents in Zone II, 71 cents in Zone III; trimmers 75 cents in Zone I, 67½ in Zone II, 63½ in Zone III; other rates range from 21 cents per hour in Zone I, 18 cents in Zone II, 17 cents in Zone III for sleeve lining tackers, sleeve lining sewers, basting pullers, etc. (during first 3 months), to 64½ cents in Zone I, 58 cents in Zone II, 54 cents in Zone III for shape makers, tape sewers, offpressers and sleeve hangers.

Cost-of-living bonus provisions which specify amounts ranging from 17½ to 28½ cents per hour, subject to certain specific conditions in the industry, are unchanged from those previously in effect (L.G., June 1951, p. 827; Oct. 1952, p. 1361; Feb. 1953, p. 283).

Vacations with pay provisions are unchanged as follows: all employees will be granted one week with pay equal to 2 per cent of total earnings during the 12 months preceding June 30; 2 weeks with pay to all employees with 2 years' continuous service except those working in the manufacture of children's clothing comprising ages 4 to 6 years inclusive, not exceeding size 24X and girls coats up to the age of 14 years inclusive.

Other provisions of this agreement include regulations governing restrictions on certain types of work, piecework rates and apprenticeship conditions.

Printing Trades, Montreal.

An Order in Council dated April 30 and gazetted May 2 amends the previous Orders in Council for this industry (L.G., June 1952, p. 780; Jan. 1953, p. 97, March, p. 432, May, p. 728, and previous issues).

Industrial jurisdiction: as previously in effect, this agreement applies to all persons engaged in the production of printing, except daily newspapers, by Letterpress process, multicopying processes of every description, typesetting, press work, cutting, ruling book-binding and finishing, whether in trade plants, private, industrial, commercial or any other establishment and whether such operations constitute its principal business or are accessory to some other enterprise. It is now provided that this agreement will also apply to all persons engaged in the production of seals and labels by the stamping process, the French Edge Process or the process whereby such seals and labels are printed or embossed in one or more colours and die cut in one continuous operation.

Hours: 40 per week in Zone I, 44 per week in Zones II and III for persons engaged in the production of printing; 42 hours per week in Zone I, 46 hours in Zones II and III for all persons engaged in the

production of seals and labels by the stamping process, etc., between May 1, 1953, and April 30, 1954. Effective May 1, 1954 and thereafter, weekly hours will be reduced to 40 in Zone I, 44 in Zone II for persons engaged in the production of seals, etc.

Minimum hourly wage rates for day work: composing room—minimum rates for journeymen compositors, journeymen machine keyboard operators, proof readers and castersmen are increased by 8 cents per hour to \$1.80 per hour in Zone I, \$1.51 in Zone II, \$1.38 in Zone III; rates for caster runners are from 2 to 4 cents per hour higher and are now as follows: from 56 cents per hour in first 6 months of the first year to 85 cents per hour in the second 6 months of the third year in Zone I, 49 to 74 cents in Zone II, 46 to 71 cents in Zone III, thereafter a rate agreed upon between employers and employees but not less than the rate set for a third year second 6 months apprentice; press room—rates for journeymen pressmen (rotary presses, flat bed, cylinder presses, etc.) now range from \$1.80 to \$2 in Zone I instead of from \$1.72 to \$1.91 as previously, from \$1.51 to \$1.58 in Zone II instead of from \$1.43 to \$1.50 as previously, and from \$1.38 to \$1.50 in Zone III instead of from \$1.30 to \$1.42 as previously; rates for journeymen pressmen on platen presses, etc. are increased from \$1.48 to \$1.56 in Zone I, from \$1.18 to \$1.26 in Zone II and from \$1.12 to \$1.20 in Zone III; rates for assistant pressmen (rotary presses, etc.) are 8 cents per hour higher and are now \$1.56 in Zone I, \$1.26 in Zone II and \$1.20 in Zone III; rates for assistant pressmen (platen presses, etc.) are increased from \$1.43 to \$1.51 in Zone I, from \$1.14 to \$1.22 in Zone II and from \$1.08 to \$1.16 in Zone III; rates for feeders on rotary and platen presses, etc. are 8 cents per hour higher and now range from \$1.21 to \$1.56 in Zone I, from \$1.01 to \$1.26 in Zone II and from 95 cents to \$1.20 in Zone III; bookbinding and finishing departments—rates for bookbinders and operators on machines are increased from \$1.72 to \$1.80 in Zone I, from \$1.43 to \$1.51 in Zone II and from \$1.30 to \$1.38 in Zone III; paper trimmers and choppers from \$1.15 to \$1.22 in Zone I, from 93 cents to \$1 in Zone II and from 87 to 94 cents in Zone III; rates for female help and males replacing females (all classes of employment including printing bookbinding, etc.) are 5 cents per hour higher in all 3 zones making the new rates 91 cents per hour in Zone I, 77 cents in Zone II and 71 cents in Zone III. Minimum rates for unskilled helpers in all departments are 3 cents per hour higher and are now as follows: during first 6 months of first year 56 cents in Zone I, 49 cents in Zone II, 46 cents in Zone III; thereafter 68 cents in Zone I, 60 cents in Zone II, 57 cents in Zone III. Minimum rates for apprentices of all classes (male and female) are from 1 to 8 cents per hour higher than those previously in effect.

Metal Trades, Quebec District.

An Order in Council dated April 16, and gazetted April 25, amends the previous Orders in Council for this industry (L.G., April 1951, p. 546, Nov., p. 1538, and previous issues). Other Orders in Council were published in the *Quebec Official Gazette*, March 1 and May 17, 1952. Agree-

ment to remain in force until July 10, 1953, thereafter from year to year, subject to notice.

Overtime: work performed between 6 p.m. Saturday and 12 p.m. Sunday (previously 7 a.m. Monday), by night shifts, is payable at double time.

Minimum hourly wage rates: toolmaker \$1.38 in Zone I, \$1.25 in Zone II; tracer \$1.28 in Zone I, \$1.15 in Zone II; general welder, general machinist \$1.18 in Zone I, \$1.05 in Zone II; acetylene or electric arc welder, sheet metal mechanic, lathe, miller, etc. machinists, marine mechanic, fitting mechanic, boilermaker, pipe mechanic, temperer \$1.13 in Zone I, \$1 in Zone II; machine shop joiner, blacksmith, cutter \$1.08 in Zone I, 95 cents in Zone II; assembler from 68 cents in first year to 98 cents in fourth year in Zone I, from 62 to 89 cents in Zone II; machine operators from 83 cents in first year to 98 cents in third year in Zone I, from 76 to 88 cents in Zone II; storemen 98 cents in Zone I, 85 cents in Zone II; production worker (structural construction) from 83 cents in first 3 months to 88 cents in second 3 months in Zone I, from 76 to 80 cents in Zone II; production workers from 53 cents in first 3 months to 58 cents in second 3 months, thereafter 63 cents in Zone I, from 48 to 53 and thereafter 58 cents in Zone II; truck driver 93 cents in Zone I, 83 cents in Zone II; labourer 83 cents in Zone I, 75 cents in Zone II; apprentices (all trades) from 52 cents in first year to 78 cents in fourth year in Zone I, 48 to 72 cents in Zone II. (The above rates are 8 cents per hour higher than those previously in effect.) Minimum rates for construction boilermaker, erector, steam generator mechanic and welder are increased from \$1.50 to \$1.65; steam generator mechanics' and welder's helpers from \$1.10 to \$1.20.

Other provisions of this amendment include regulations governing definitions, call pay and apprenticeship.

Construction

Building Trades, Quebec District.

An Order in Council dated April 16 and gazetted May 2, extends the previous Orders in Council for this industry (L.G., Sept. 1950, p. 1679; July 1951, p. 877, Aug., p. 1109, Sept., p. 1251, Nov., p. 1539, Dec., p. 1672; Oct., 1952, p. 1362, Nov., p. 1481; March 1953, p. 433, and previous issues), to June 1, 1953.

Building Trades, Hull District.

An Order in Council dated April 30 and gazetted May 9, amends the previous Orders in Council for this industry (L.G., Jan. 1950, p. 78, April, p. 517, Nov., p. 1905; Jan. 1951, p. 64, March, p. 358, June, p. 828, Jan. 1952, p. 56, April, p. 452, May, p. 611, June, p. 781). Another amendment was published in the *Quebec Official Gazette*, October 4, 1952.

Minimum hourly wage rates: the minimum rates for carpenter—joiner and millwright \$1.40 in Zone I and \$1.25 in Zone II are now replaced as follows: carpenter—joiner \$1.65 in Zone I, \$1.25 in Zone II; millwright \$1.40 in Zone I, \$1.25 in Zone II. (A previous amendment summarized in the *LABOUR GAZETTE*, May, 1952, set the minimum rate for carpenter—joiner at \$1.60 per hour in Zone I.)

(Continued on page 1044)

Highlights of Labour Laws Enacted by Provincial Legislatures in 1953

Manitoba passed Fair Employment Practices Act; New Brunswick, fair wages legislation. Alberta made provision for pensions for disabled. Trend towards higher workmen's compensation benefits was continued

At the 1953 sessions of the provincial Legislatures new labour laws were enacted in several different fields. Through amendments to existing statutes, the trend towards higher workmen's compensation benefits was continued.

The Manitoba Legislature passed a Fair Employment Practices Act to ensure equality of opportunity in employment by forbidding discrimination based on racial and religious prejudices.

New legislation in New Brunswick, to be administered by the Department of Labour, requires the payment of "fair wages" and sets limits on working hours on government construction works.

Two new measures aimed at the safety of the public were the Gas Inspection and Licensing Act in Saskatchewan and the Elevators and Lifts Act in Ontario.

Saskatchewan passed a new type of law to make medical and vocational rehabilitation services available to the disabled; Alberta followed the example set by Ontario last year in providing pensions for disabled persons.

The provinces of Alberta and Saskatchewan made provision for settlement by compulsory arbitration of wage disputes involving policemen and firemen.

The prohibition on night work for women and young persons in Ontario was relaxed to the extent that the Minister of Labour was given power to issue permits allowing work during hours other than those presently prescribed by the factories Act.

Workmen's Compensation

Changes were made in seven of the ten Workmen's Compensation Acts. In some—Newfoundland, New Brunswick and Prince Edward Island—the amendments were minor. In the other provinces—Manitoba, Nova Scotia, Ontario and Saskatchewan—following the trend of recent years, benefits were increased and other changes made which have the effect of liberalizing the Acts. The most extensive changes were in

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Manitoba, where a select committee of the Legislature appointed in 1952 continued its inquiry into the Act during the 1953 session.

Manitoba increased the rate of payment for disability from 66½ to 70 per cent, becoming the seventh province since 1945 to increase the percentage rate. With this change in Manitoba, the rate is now 75 per cent in four provinces, 70 in three provinces, and 66½ per cent in the remaining three.

In Nova Scotia, the minimum payment for temporary total disability was raised from \$12.50 to \$15 a week, which is the minimum in all provinces except Alberta. In Alberta, the minimum is \$25.

The only province to reduce the waiting period this year was Nova Scotia. Previously, no compensation was payable in that province for any disability which lasted less than seven days. In such cases the workman received medical aid only. The 1953 amendments reduced this period to five days.

A new section added to the Saskatchewan Act will allow the Workmen's Compensation Board to pay compensation to a workman for a recurring disability on the basis of his present-day earnings instead of on his wages at the time of the accident, which were likely to have been considerably lower. The amendment states that, if an injured workman who has returned to work suffers a temporary recurrence of his disability, the compensation payable will be based on his weekly earnings at the time of the injury or his average weekly earnings during the 12 months preceding the recurrence of the disability, whichever amount is greater.

In Manitoba, a change was made with respect to the vocational training which the Board has authority to provide for the purpose of preparing an injured workman for another occupation to which he may seem adapted and which is likely to increase his future earning capacity. The provision which stated that the cost of such training for an individual workman was to be paid from the reserve set aside for his compensation was struck out and the Board was authorized to spend up to \$10,000 on vocational training in a year. In all the Acts but those of Alberta, British Columbia and Saskatchewan, a limit is placed on the Board's annual expenditure for rehabilitation work, varying from \$5,000 in Prince Edward Island to \$100,000 in Ontario and Quebec.

Four provinces increased benefits payable in fatal cases. The funeral allowance was increased from \$150 to \$200 in Manitoba and from \$175 to \$250 in Saskatchewan. The \$250 maximum, also payable in British Columbia since 1952, is the highest amount payable under any of the Acts. In addition, the Manitoba Board may pay all expenses of transporting the workman's body within the province (the limit of \$100 on the amount to be spent was removed) and, at its discretion, may pay part of the necessary expenses if the body has to be moved for burial either to or from a point outside the province. In Saskatchewan, a new section was added to the Act authorizing the Board to make an allowance for transportation of the body. The amount is not to exceed \$100.

Ontario made the payment to a widow \$75 a month, as British Columbia did in 1952. The Manitoba Legislature followed the pattern set in Alberta in 1952 and provided that payments to all widows should be brought up to the present level of \$50 a month, regardless of when the accident occurred. Persons widowed before 1948 when the allowance was raised to \$50 will now receive whatever additional compensation is necessary to bring their monthly payment up to \$50. The sums necessary to pay the increased pensions are to be collected from employers within Part I of the Act.

It was further enacted in Manitoba that, if there is no widow and a workman lived with a common-law wife for the three full years before his death, compensation may be paid, at the discretion of the Board, to the common-law wife until she marries.

As a result of substantial increases in the amounts of children's allowances, a child under 16 years of age in the care of one remaining parent must now receive \$20 a

month in Manitoba and Nova Scotia and \$25 in Ontario; for orphans the allowance is now \$30 a month in Manitoba and Nova Scotia and \$35 in Ontario. In Nova Scotia, the increases are applicable to children for whom compensation was being paid on May 1, 1953, with respect to past accidents as well as to children who will be granted compensation arising out of accidents which occur after that date.

In Nova Scotia, too, the maximum compensation payable to other dependants, where there is no widow or children, was raised. In such cases, a reasonable sum to be determined by the Board, taking into account the pecuniary loss sustained, is to be paid but the amount is now limited to \$45 a month (formerly \$30) to a parent or parents and to \$60 a month (formerly \$45) to all such dependants.

Except in Alberta and British Columbia, each Act places a maximum on the total amount of benefits payable to all dependants of a deceased workman. In Manitoba, this maximum was raised to 70 per cent of the workman's average monthly earnings, instead of 66 $\frac{2}{3}$ per cent. Irrespective of the workman's earnings, however, compensation may not fall below certain minimum monthly amounts and these minima were revised upwards in both Manitoba and Ontario. In Manitoba, the minimum compensation where the dependants are a widow and one child was raised from \$12.50 a week to \$70 a month and where the dependants are a widow and two or more children from \$15 a week to \$90 a month. In Ontario, the minimum payable to a widow is \$75 a month, with a further payment of \$25 to each child under 16 years, up to \$150 a month for mother and children. The former minimum amounts were \$50 for a widow and \$12 for each child, up to, in the whole, not more than \$100 a month.

Amendments were also made to the sections which deal with accidents occurring outside the province. Compensation is payable under the Ontario Act for an accident which happens to a workman whose residence is in Ontario and who is injured in his employment on a ship or railway where the work is performed both in and out of Ontario. The scope of this section was extended to accidents happening on an aircraft, truck or bus. In this respect the Ontario Act is now like the Act of British Columbia. A similar provision in the Manitoba Act which applies to employment on a ship, railway or aircraft was amended to provide for the pay-

ment of compensation for an accident which occurs outside the province to members of a fire brigade or other municipal employees.

With respect to extra-provincial employment in any industry under the Act in which the employer is liable to contribute to the Accident Fund, a further amendment to the Ontario Act permits coverage of workmen who are sent by their employer to work out of Ontario for a longer period than six months. Before this amendment, the Act provided for the payment of compensation for injuries incurred outside the province by workmen whose residence and usual place of employment are in Ontario and who work for an employer whose business is located in Ontario only where the period of employment outside the province lasted less than six months. The amendment meets the request of many employers who desire coverage for their workmen for a longer time.

A further change, and one which was recommended by Mr. Justice Roach in his 1950 Royal Commission Report, is that the Ontario Act now makes provision for an agreement between the Ontario Board and the Board of any other province in order to prevent employers of workmen who work part of the time in Ontario and part of the time in another province from having to pay double assessments. Under such an arrangement, the employer would be assessed by the Ontario Board only for the wages of these workmen which are earned in Ontario and by the Board of the other province for the earnings which are earned in that province. Under the authority of a comparable statutory provision, the Workmen's Compensation Boards in some of the other provinces have made such agreements.

Administrative changes of interest included a provision for the appointment of an officer of the Manitoba Department of Labour to assist an injured workman, at his request, in preparing and presenting his case in a review made by the Board, and a further provision in Manitoba directing that the two members of the Board other than the chairman must be appointed for a five-year term but may be re-appointed. All members of the Manitoba Board must retire at the age of 75 unless otherwise directed by the Lieutenant-Governor in Council.

In Newfoundland, the Board was given authority to use its discretion with respect to making payments for medical aid when an account is not received by the Board within the required six months. It was also stipulated that in investing the funds

under its control the Board must have the approval of the Minister of Finance.

Labour Relations

Four provinces—New Brunswick, Nova Scotia, Quebec and Saskatchewan—made minor changes in their labour relations Acts and two—Alberta and Saskatchewan—provided for compulsory arbitration in disputes involving firemen and policemen.

The New Brunswick amendment enables the Government to bring employees of any government board or commission under the Labour Relations Act by Order in Council. It was passed for the specific purpose of bringing under the Act the employees of the Government-owned New Brunswick Electric Power Commission.

In Nova Scotia, the Trade Union Act was amended to alter the form of the assignment by which an employee authorizes his employer to check off his union dues. The amendment makes provision for the deduction of such amount as may, from time to time, be fixed as dues under the union constitution or by-laws, and would eliminate the making of a new authorization with each change in the amount of dues.

Cited as "An Act to eliminate delays in the settlement of disputes between employees and employers", the legislation in Quebec amended the Labour Relations Act, the Trade Disputes Act and the Act respecting municipal and school corporations and their employees to state, more explicitly than had been done by similar amendments in 1951, that decisions of the Labour Relations Board and of conciliation boards are not subject to review by the courts. In all three Acts, it is now categorically stated that the decisions of the Board or of a council of arbitration (conciliation board) shall be without appeal and cannot be revised by the courts.

A new section added to the Saskatchewan Trade Union Act provides that, when an employer has been ordered by the Labour Relations Board to bargain collectively, he continues to be bound by the order and by any collective agreement made under it even if he ceases to be an "employer" under the Act, that is, if he has less than the required number of employees laid down in the definition of employer. The amendment is intended to cover a situation where an employer in a seasonal industry such as construction has no employees during the off-season and would make it unnecessary for a union to re-apply for certification following each occasion when the employer ceased to employ anyone.

In Saskatchewan, by amendments to the City Act, a dispute relating to hours and conditions of work, wages or employment between members of the police force and the city which employs them (or the Board of Police Commissioners) may be submitted to a board of arbitration for a decision which is binding on both parties, provided that the constitution of the local labour union of which the policemen are members contains a provision prohibiting them from going on strike.

An Act to amend the Fire Departments Platoon Act made similar provision for compulsory arbitration for full-time fire-fighters, subject to the same condition that their union constitution must contain a provision forbidding its members to strike.

The Acts set out what is now standard procedure under labour relations Acts for the giving of notice, for the meeting of the parties for bargaining and, at the written request of either party when the proceedings have reached an impasse, for the setting up of a three-man board of arbitration. Hearings of the board are to be open to the public.

The written decision of the board (which when a majority fail to agree is the decision of the chairman) is binding and must be put into effect. Each side bears its own costs and pays an equal share of the costs of the chairman and other general expenses.

Practically the same procedure for bargaining and compulsory arbitration was provided for in Alberta in a new Police Act and an Act amending the Fire Departments Platoon Act. In these Acts, however, the board of arbitration appointed to bring down a final and binding decision in any dispute may consist of either three or five members. In either case it is equally representative of the parties and there is an impartial chairman.

The new provisions in Alberta are modelled on legislation enacted in Ontario in 1947. In Alberta, as in Ontario, members of a municipal police force may not remain or become members of a trade union but they may belong to their own police association. There is no such restriction on fire-fighters. The Fire Departments Platoon Act requires all members of the bargaining committee to be full-time fire-fighters but, where at least half the fire-fighters belong to a trade union, one representative each of the provincial body and of the international body with which the union is affiliated may assist and advise the bargaining committee in its negotiations with the council.

Besides Saskatchewan, Alberta and Ontario, two other provinces—British Columbia and Quebec—have legislation in effect which requires disputes between firemen or policemen and the municipality to be settled by arbitration.

Fair Employment Practices

Manitoba passed an Act to prevent discrimination in regard to employment and in regard to membership in trade unions by reason of race, national origin, colour or religion. Ontario has had a Fair Employment Practices Act in operation since June 1951, and a federal Fair Employment Practices Act, applying to all undertakings under federal authority with five or more employees, came into effect July 1.

The Manitoba Fair Employment Practices Act lays down certain prohibitions which apply to all employers in the province who employ five or more workers. An employer may not refuse to hire any person because of his race, national origin, colour or religion, unless his refusal is based upon a *bona fide* occupational qualification, and, in seeking new employees, he may not use any employment agency that so discriminates. He is likewise forbidden to discriminate on any of these grounds against any person already in his employment.

Advertisements in connection with employment which express a preference as to race, national origin, colour or religion, unless the preference is based upon a *bona fide* occupational qualification, may not be published.

The Act also forbids trade unions to discriminate against any person because of his race, national origin, colour or religion. They may not exclude a person from membership in the union for any of these reasons; may not expel, suspend or otherwise discriminate against any of their members; nor may they discriminate against any person in regard to his employment by any employer.

Enforcement of the Act begins with the filing of a written complaint with the Department of Labour, whereupon an officer of the Department will be assigned to make an inquiry into the circumstances and settle the matter, if possible. If these efforts at conciliation are unsuccessful, the Minister may appoint an Industrial Inquiry Commission to make further investigation and to recommend the course that should be followed to set the matter right. When the Minister receives the commission's report, he must furnish a copy to each of the persons affected; he may make the

report public if he thinks it advisable. Finally, the Minister has power to issue "whatever order he deems necessary" to carry the recommendations of the commission into effect. Subject to the right of appeal to a judge of the Court of Queen's Bench (one respect in which the Manitoba Act differs from that of Ontario or the federal Act), a person affected by such an order must comply with it.

In the last resort, there is provision for prosecution in the courts and for the imposition of a maximum fine of \$100 for an individual and \$500 for a corporation, trade union, employers' organization or employment agency. In addition, an employer convicted of having suspended, transferred, laid off or discharged an employee in violation of the Act may be required to reinstate him and to pay him compensation for his loss of employment. Discrimination against any person by an employer or trade union because he has made a complaint is contrary to the Act.

The right of an aggrieved person to take court action regarding alleged discrimination is retained but he must choose between court proceedings and making a complaint to the Department of Labour. He cannot do both.

Domestic servants in private homes and non-profit educational, social, religious or charitable organizations do not come under the Act.

Wages and Hours

Effective from May 1, a new Act in New Brunswick, the Fair Wages and Hours of Labour Act, sets standards of wages and hours for work on government contracts such as are set in some of the other provinces and in the federal Act of the same name.

A contractor who contracts with the Provincial Government to construct, remodel, repair or demolish any work must pay the workmen whom he employs to do the work "fair wages," i.e., the current wages paid to other workmen performing the same class of work in the same district. He may not require his employees to work more than eight hours in a day or 44 hours in a week, except where longer hours are provided for by the Lieutenant-Governor in Council or in an emergency declared to be such by the Minister of Labour. Except for the standards regarding hours laid down in industrial standards schedules for the construction trades, this is the first legal limitation on working hours for men in New Brunswick.

Enforcement of the fair wage policy on government contracts comes under the jurisdiction of the Minister of Labour. A Government department or Crown corporation contemplating the letting of a contract must report to the Minister the nature of the work and the classes of employees likely to be employed. It is the Minister's responsibility to prepare fair wage schedules to be posted and observed by the contractor (where the same class of work is not being carried on in the district, the Minister may prepare minimum wage schedules).

Before the contractor is paid in full, the Minister must be satisfied that wages and hours have been in accordance with the Act and that every worker has been paid his full wages. As security for the payment of the proper wages, the Minister may direct that a percentage of the money owing the contractor be withheld. This sum may be drawn on, at the Minister's direction, when a contractor is in default.

Changes as regards minimum wages were made in British Columbia and Saskatchewan. In British Columbia, a new provision was added to both the Male and Female Minimum Wage Acts which enables the Board of Industrial Relations to fix an overtime rate payable after a lesser number of weekly hours than 44. Heretofore, the Acts provided only for the setting of an overtime rate after 44 hours, i.e., in cases when the Board, under the Hours of Work Act, allowed longer hours than 44 (the weekly limit set by the Act) to be worked.

The amendments were made to enable the Board to establish uniform overtime conditions on large construction projects where some employees working under a collective agreement might be paid overtime after 40 hours, while others working for another employer and not covered by an agreement might be paid overtime after 44 hours, as fixed by a minimum wage order of the Board.

The Saskatchewan Minimum Wage Act was amended to provide that when Christmas or New Year's Day occurs on Sunday the rates of pay fixed by the Minimum Wage Board for work on the holiday will apply to the following Monday. The same provision applies when the Monday following Remembrance Day is declared a holiday.

In Ontario, the Minister of Labour was given discretionary power to permit the employment of women and young persons in factories, shops and restaurants during hours other than those presently prescribed by the Factory, Shop and Office

Building Act. At present, girls and women workers and boys between 14 and 16 years may not work after 6.30 p.m. in a factory or after 11 p.m. in a restaurant, except with a permit from the inspector. With a permit they may work in a factory up to 9 p.m. In a restaurant, if the employer obtains a permit, women over 18 years may work up to 2 a.m. Work until a later hour may now be authorized by the Minister if he is satisfied that it will not adversely affect the worker's health, welfare and safety. The Minister may lay down conditions under which permits will be granted.

In Manitoba, an amendment to the Hours and Conditions of Work Act brought under the Act the Local Government District of Snow Lake, a mining community in the northern part of the province. The Act, which limits weekly hours to 48 for men and to 44 for women unless time and one-half is paid, has applied since its enactment in 1949 to the chief industrial areas of the province—Winnipeg and its environs, Brandon, Portage la Prairie, Flin Flon and Selkirk.

A further amendment had to do with the payment of overtime in the week in which Remembrance Day occurs. The day is observed as a statutory holiday in Manitoba by virtue of the Remembrance Day Act, 1951. The amendment provided that an employer is not required to pay time and one-half the regular rate for extra time worked in the week unless employees work more than 11 hours in a day or more than the weekly maximum fixed by the Act. This provision does not apply when November 11 falls on a Sunday or on another day on which an employee would not normally be at work.

In an amendment to the Remembrance Day Act, it was stipulated that employees who are required to work on the holiday are to get time off with regular pay within 30 days only when they are paid at their regular rate for working on the holiday.

Safety Legislation

Safety laws enacted this year dealt with several different fields, including the inspection of elevators and other lifting devices, the inspection and licensing of gas installations, the operation and inspection of boilers and pressure vessels and the certification of operating engineers.

In Ontario, a new Act was passed providing for provincial control over the licensing and regulating of passenger and freight elevators and other types of lifts. At the present time the Municipal Act authorizes cities, towns and villages to

license and regulate passenger and freight elevators but, apart from the City of Toronto, this power is being used only in a few municipalities. The new Elevators and Lifts Act, when proclaimed in force, will require every elevator and lift to be inspected annually by an inspector who holds a certificate of competency. The CSA Safety Code for Passenger and Freight Elevators is to be used as a standard by inspectors in carrying out their duties. It is proposed, however, to exempt from the Act by regulations passenger elevators in Toronto and freight elevators in municipally-owned buildings in Toronto. A new branch will be established in the Department of Labour for the administration of the Act, under the direction of a chief inspector.

Because of the growing number of power and gas installations in Saskatchewan, a new Act entitled The Gas Inspection and Licensing Act was passed. It also will be proclaimed in effect. This Act will forbid a person to manufacture, sell or use any gas equipment unless it has been approved. All gas installations and gas equipment for consumers must be inspected and must conform to the regulations which are to be issued under the Act.

Before a contractor begins a gas installation, he must notify the Department of Labour and obtain a permit authorizing the work and, at the request of the Department, must submit his plans and specifications for approval. Further, a person who installs gas equipment, works as a gas-fitter or engages in the business of a supply house must hold the proper licence under the Act.

A new Boilers and Pressure Vessels Act passed in Ontario in 1951 was proclaimed on March 27, 1953, putting into effect standards in line with technical advances and with the most up-to-date legislation in the field. A few minor amendments were made to the Act at the 1953 session, making the Act applicable to the fittings attached to or used in connection with boilers and pressure vessels and providing for stricter supervision of welders' qualifications.

The Newfoundland Boiler and Pressure Vessel Act enacted in 1949 was amended to extend its coverage to hoisting plants and traction plants. Boilers, pressure vessels, steam plants, compressed gas plants and refrigeration plants were already covered. Another amendment provided that, when a boiler or pressure vessel of a registered design has been inspected during its construction outside Newfoundland, and this fact is attested to in the

affidavit of the manufacturer, the chief inspector may, upon payment of the required inspection fee, issue a certificate authorizing its operation without further inspection. The certificate permits the boiler to be operated until its annual inspection under the Act.

In Alberta, the administration of the Boilers Act was transferred from the Department of Public Works to the Department of Industries and Labour.

In Ontario, as in some other provinces, provision for the examination and certification of stationary enginemen and firemen is contained in a separate Act. This Act was completely revised at the 1953 session. The new Operating Engineers Act will be proclaimed in force at a later date.

By an amendment to the Engine Operators Act of Nova Scotia, it was provided that after December 31, 1953, the practice of granting a certificate of qualification to an engine operator on the basis of experience is to be discontinued. Hereafter, certificates will be granted by the Engine Operators Board by examination only.

A new departure in Ontario is that, by an amendment to the Factory, Shop and Office Building Act, the Department of Labour was authorized to collect fees for its work in examining and approving the drawings and plans which are required to be submitted to it before the construction of a building to be used as a factory or of one more than two storeys in height intended for use as a shop, bakeshop, restaurant or office building may be commenced.

Social Legislation

Two provinces enacted legislation to provide aid to disabled persons, Alberta by means of a pension and Saskatchewan by the provision of rehabilitation services.

The Alberta Disabled Persons' Pensions Act, like the one passed in Ontario last year, provides for a pension of up to \$40 a month, subject to a means test, for a person suffering from a chronic disability which makes him unfit for gainful employment. To be eligible for the allowance the person must be at least 21 years old, a resident of Alberta for 10 years and not in receipt of benefits under any other pension legislation. The Act went into

effect on June 1. The Ontario Act is similar except that the pension may be given at the age of 18.

The Saskatchewan legislation, the Rehabilitation Act, is of a different type, in that it is designed to provide rehabilitation services for disabled persons so that they may develop broader and more remunerative skills. Both physical and vocational rehabilitation are provided for. The Minister of Social Welfare and Rehabilitation may furnish disabled persons with medical care, nursing and hospital services, drugs and prosthetic appliances and, as regards vocational rehabilitation, with occupational guidance and training, maintenance, tools and equipment. In addition, he is authorized, with the approval of the Lieutenant-Governor in Council, to operate a rehabilitation school and to make grants to any organization for the rehabilitation of the disabled. Provision is also made for an agreement between the province and the Federal Government, another province, or a municipality for the purpose of providing rehabilitation services for the handicapped.

Alberta also enacted a measure, the Hospitalization and Treatment Services Act, providing for payment from provincial funds of all or part of the cost of hospital and medical benefits for certain needy persons. Those eligible include recipients of old age assistance, mothers' allowances, supplementary allowances and widows' pensions, persons receiving federal old age security benefits (subject to a means test and provided they have lived in Alberta for three years), persons afflicted with cerebral palsy and persons under 25 years of age suffering from rheumatoid arthritis.

Changes were made, too, in the Mothers' Allowances Acts of Nova Scotia and Prince Edward Island. These permit an allowance for the care of a dependent child to be continued in Nova Scotia from the age of 16 to the age of 18 while the child is attending high school, and in Prince Edward Island authorize an allowance to be paid, on the recommendation of the Director, in special circumstances where a mother is not strictly eligible for assistance under the Act. Provision was also made in the Prince Edward Island Act for payment to a mother whose husband is imprisoned for a year or more.

Sixty-four thousand disabled men and women were restored to useful employment during 1952, according to statistics recently released by the American Federation of the Physically Handicapped, sponsors of the "National Employ the Physically Handicapped Week".

Labour Legislation Enacted in 1953 in British Columbia and Quebec

Power to fix overtime rates enlarged by change in B.C. Minimum Wage Acts. Que. Act seeks to bar court review of labour board decisions

BRITISH COLUMBIA

The only labour enactment passed at the 1953 session of the British Columbia Legislature, which sat from February 3 until March 27, was an amendment to the Minimum Wage Acts. A number of labour Bills introduced by private members failed to pass.

Minimum Wages

A new provision added to both the Male and Female Minimum Wage Acts enlarges the power of the Board of Industrial Relations to fix overtime rates.

The Act authorizes the Board of Industrial Relations to fix a minimum rate for overtime worked where, under powers conferred by any other Act, the Board has authorized longer hours than those permitted by statute. This provision has meant that the Board could fix an overtime rate payable after 44 hours had been worked in a week, the limit fixed by the Hours of Work Act, but not after fewer than 44 hours. The 1953 amendment will enable the Board to fix an overtime rate payable after a lesser number of weekly hours than 44.

Uniform working conditions may therefore now be established on large construction projects where some workers are covered by a collective agreement and others are paid overtime in accordance with the requirements of a minimum wage order.

A further amendment permits the Board, after an inquiry has been made, to exempt by regulation employers or workers from any provision of the Act either for the whole year or for a season. This provision would enable the Board to exempt such employees as travelling salesmen, for whom the keeping of records of wages and hours is not practicable.

Bills not Passed

Five Private Member's Bills were introduced during the session. Three of these were a Fair Employment Practices Bill, an Equal Pay Bill and a Bill of Rights. Two

others sought to make significant amendments in the Industrial Conciliation and Arbitration Act and the Annual Holidays Act. None of the Bills went beyond first reading.

Fair Employment Practices

The Fair Employment Practices Bill sought to prohibit discrimination in employment because of race, creed, colour, nationality, ancestry or place of origin, and to forbid trade unions to expel from membership, suspend or otherwise discriminate against any persons for these reasons. It would also ban expressions of discrimination in application forms or advertisements in connection with employment.

It would not apply to employers of fewer than four persons, to domestic servants in private homes, or to religious, philanthropic, educational, fraternal or social organizations not operated for private profit.

A Fair Employment Practices Board, consisting of a Chairman and four members appointed by the Lieutenant-Governor in Council, was to be set up to receive and decide complaints of discrimination, and the necessary staff appointed to assist the Board.

Each complaint received would be allotted by the Chairman to a member of the Board for investigation. If the member found that "probable cause" exists, it would be his duty to try to settle the complaint by "conference, conciliation and persuasion". At this stage the proceedings would be entirely confidential. If he failed to eliminate the practice, he would report to the Chairman, who would then appoint three members of the Board as a hearing tribunal. The tribunal would be empowered to hold hearings, subpoena witnesses, require attendance, administer oaths, take the testimony of any person under oath, and require the production of documents. The tribunal would be required to state its findings of fact; if no discriminatory practice was found to exist, it would issue and file an order dismissing the complaint; or if it made a finding of discriminatory

practice, it would issue such order "as it may deem just". The order could require reinstatement with or without compensation and could impose penalties of up to \$100 for an individual or up to \$500 for a corporation, trade union, or employment agency. Orders of the tribunal would be served on all the parties concerned and would be enforceable in the same manner as a judgment of the Supreme Court of British Columbia is enforced.

The Board would also have authority to create advisory agencies to study problems of discrimination and to assist in a program of formal and informal education.

This Bill is more like the Acts in effect in a number of the American States than the Fair Employment Practices Act of Ontario (or the Acts passed by Parliament and the Manitoba Legislature at the 1953 sessions) in that it would provide for administration by a Commission rather than by a branch of the Department of Labour; but the prohibition of discrimination in respect to employment is essentially the same, as is the general method of enforcement (i.e. investigation, conciliation and, if these fail, a hearing which may be followed by an enforceable order).

Equal Pay for Equal Work

The Equal Pay Bill would have prohibited an employer from paying a female employee at a lower rate than a male employee employed by him for work of comparable character in the same establishment. The Board of Industrial Relations, which administers the minimum wage and hours of work legislation in the province, was designated to receive and investigate complaints. Failure to comply with the equal pay provision would constitute an offence, punishable on summary conviction by a fine not exceeding \$100. This Bill differs from the equal pay legislation in Ontario and Saskatchewan in that it would not have dealt with complaints by means of conciliation procedure and inquiry commissions.

Civil Rights

A Bill entitled "An Act to protect certain Civil Rights" was the same as Bills introduced during the previous two sessions and similar to the Saskatchewan Bill of Rights Act passed in 1947. It would have enacted a Bill of Rights declaring the right of all persons to the fundamental freedoms, limiting the life of the Legislative Assembly to five years, forbidding discrimination on the grounds of race, creed, religion, colour or national origin with respect to employment, the conduct of any occupation or

business, the purchase or rental of property, access to public places, membership in a trade union or other occupational organization; and would have prohibited the publication of material likely to foster discrimination. Any person who deprived another of these rights could be restrained by an injunction issued in the Supreme Court of British Columbia.

Industrial Relations

Extensive amendments were proposed to the Industrial Conciliation and Arbitration Act, largely based on the recommendations of the Inquiry Board set up in 1950 to investigate the Act, several following the minority report of A. J. Turner (L.G., May 1952, p. 563).

The section of the Act which now declares the right of every employee to be a member of a trade union or employees' organization *in which he is eligible for membership* and to participate in its lawful activities would have been changed to read as follows:—

Every employee shall have the right to apply for membership in a union of his choice, and, if accepted in membership by that union, shall then have the right to participate in the lawful activities thereof.

An amendment of similar purpose with respect to certification sought to remove from the Board the responsibility of determining whether or not the majority of the employees in a unit are members in good standing of the trade union applying for certification. Under the proposed amendment the Board's responsibility would be limited to determining whether a majority "have made application to join the labour organization and have been accepted by the labour organization as members in good standing".

Another amendment would have repealed the provision for government supervision of the strike vote. Further, it provided that a strike vote should be taken among the union members in the unit affected rather than among all the employees in the unit.

The Bill would also have deleted Section 62, which provides that, if employees have gone on strike contrary to any of the provisions of the Act, the Board may cancel the certification of the bargaining authority for these employees.

It would also have removed the provision which permits the Board, where employees are on strike or locked out, to direct that an offer of settlement be submitted to a vote supervised by the Board.

It was proposed to replace the section permitting union security clauses in collective agreements by a new section similar to the one in the Saskatchewan Trade Union Act. This requires an employer, at the request of a trade union representing the majority of employees in any appropriate bargaining unit, to include a maintenance of membership clause in a collective agreement.

A further amendment would have permitted the Lieutenant-Governor in Council to make regulations to allow the province to co-operate with the Dominion or with other provinces in dealing with labour relations in the railway hotel industry as well as in meat packing and coal mining as at present.

Under another new provision, the Board would have been required to issue all decisions and rulings in writing and, if requested by a party affected by the decision, to furnish reasons for decision. Before making regulations, the Board would have been required to consult all interested parties. Also all regulations were to be gazetted.

Holidays with Pay

A proposed amendment to the Annual Holidays Act provided for an annual holiday with pay of two weeks after one year of employment instead of one week as at present, and accordingly would have increased from two to four per cent of annual earnings the holiday pay to which a worker is entitled.

QUEBEC

At the 1953 session of the Quebec Legislature, which opened November 12 and prorogued February 26, "An Act to eliminate delays in the settlement of disputes between employees and employers" was passed to ensure that decisions of the Labour Relations Board and councils of arbitration are not subject to review by the courts. Aside from this, labour Acts were not amended.

The Superior Council of Labour has in progress a study of the laws pertaining to labour relations with a view to recommending a "labour code" to replace the several laws now in effect. Other Acts passed dealt with time off to vote at municipal elections, housing and rent control.

Review by Courts Prohibited

The sections of the Labour Relations Act, the Trade Disputes Act and the municipal and school corporations Act which pro-

vided that decisions of the Labour Relations Board and of conciliation boards are not subject to appeal to the courts were replaced so as to state more definitely that such decisions and the procedures of these bodies are not subject to control by the courts.

The revised sections specifically state that the decisions of the Board are without appeal and cannot be revised by the courts. They also expressly prohibit the issuing of the prerogative writs of *quo warranto*, *mandamus*, *certiorari*, prohibition or injunction against the Labour Relations Board or against a council of arbitration or against any of their members acting in their official capacity.

Article 50 of the Code of Civil Procedure is declared not to apply to the Labour Relations Board and to councils of arbitration, including those established under the Act respecting Municipal and School Corporations and their Employees or any members of the Board or councils acting in their official capacity.

Article 50 states that, excepting the Court of Queen's Bench, "all courts, circuit judges and magistrates, and all other persons and bodies politic and corporate within the province, are subject to the superintending and reforming power, order and control of the Superior Court and of the judges thereof".

Time Off to Vote

One of two amendments to the Cities and Towns Act of interest to labour requires employers on the day of a city or town election to grant their employees who are eligible to vote *at least two hours* off work with pay in addition to the lunch period. Employees of railway companies are covered by this section except those engaged in the actual operation of trains who cannot be given time off without impairing the service.

Previously, the Act merely required employers to grant any of their employees who were electors *a reasonable time to vote*.

A penalty of \$100 may be imposed on summary conviction on an employer who contravenes this section.

Hospitalization Premiums

A further amendment to the Cities and Towns Act authorizes a city or town council to pass a by-law providing for the payment, out of the general funds of the municipality, of premiums for a group insurance plan to provide medical, surgical, or hospital services for the officers and

employees of the corporation. The Act already provided for by-laws to be passed authorizing the payment out of municipal funds of premiums for a group insurance plan providing for life insurance for municipal employees, and contributions to a pension fund.

Licensing of Chauffeurs and Motor Mechanics

An amendment to the Motor Vehicles Act, which will come into force on proclamation, replaces the section of the Act under which licences are now issued to chauffeurs and motor vehicle mechanics by the technical schools. The new provision authorizes the Lieutenant-Governor in Council to prescribe arrangements for holding examinations for chauffeurs and automobile mechanics, as well as for drivers generally, the subject matter of the examination, the fees payable and the form of the certificates of competency issued to successful candidates. The Minister of Roads is to appoint the examining boards.

Housing

Further amendments were made to two of the Acts passed in 1948 to improve housing conditions in the province. The powers granted to municipal corporations

to enable them to contribute to the solution of the housing shortage were extended from February 1, 1954, to June 1, 1955. The powers granted by the 1948 Act include authority to cede land at \$1 per unit to co-operative building societies or individuals and to reduce the valuation of any new dwelling for taxation purposes to 50 per cent of its real value for a period of 30 years.

A further sum of \$10,000,000 was added to the amount which the Government is authorized to appropriate for the purpose of bearing interest charges in excess of two per cent on loans made by credit unions or loan companies to individuals, syndicates or co-operative building societies for the construction of homes. This increase brings the total amount which has been authorized to date for this purpose to \$40,000,000.

Rent Control

The Act to promote conciliation between lessees and property holders under which the Provincial Government took over rent control when the Federal Government evacuated the field was extended, with amendments, to April 30, 1954. The Act was to have expired on May 1, 1953 (L.G., 1951, p. 703).

Legal Decisions Affecting Labour

Two lower courts rule on wages and hours standards on Quebec bridge building project and compensation to injured Saskatchewan trainman

Court of the Sessions of the Peace, Terrebonne. . .

. . . finds that fair wage schedule, not Collective Agreement Act decree, applies to bridge builder

In a case tried before a judge of the Sessions of the Peace for the District of Terrebonne it was held that the decree for the construction industry was not applicable to the building of a bridge.

The parity committee for the construction industry of Terrebonne and Labelle charged the contractor with not having filed certain monthly reports, and with having failed to pay the levy, in violation of the Collective Agreement Act and orders under it.

The contractor, who was constructing a bridge over the North River and the approaches to it under contract to the

provincial Department of Public Works, claimed that he was not subject to the decree under the Collective Agreement Act for the construction industry in the area but to the fair wage schedule under Order in Council 800 of April 24, 1929. He claimed that he was excluded from the decree, although the construction of bridges is listed in its industrial jurisdiction, since "road work" carried out under contract to a department of the provincial Government is excluded.

The question to be decided was whether the building of the bridge was "road work".

In the present case, Judge Lafontaine considered it would be difficult to imagine a finished road without the construction of the bridge. To complete the road a bridge had to be built, and it formed an integral part of the road which extended across the North River.

When the interpretation of the strict letter of the law leads to an absurdity, it is the rule that the intention of the legislature may be consulted. He found that the Roads Act, in a section setting out the duties of the Minister of Roads, speaks of "embankments, bridges, drains, guard walls and other road work" forming part of a highway. From this and a similar section in the Public Works Department Act he concluded that the Legislature intended "road work" to include the construction and maintenance of bridges. He therefore dismissed the charge, with costs. *Le comité Paritaire des Métiers de la construction (Terrebonne et Labelle) v. Champoux*, *Rapports Judiciaires de Québec*, [1953] CS Montréal, Nos. 3 and 4, 130.

District Court, Saskatoon. . .

. . . holds it lacks jurisdiction to set aside a settlement between injured trainman and railway

In an action in the District Court at Saskatoon, a workman injured in the course of his duties as a trainman for the Canadian National Railways sought an order setting aside the settlement to which he had agreed and claimed compensation under the Workmen's Compensation Act. This is the individual liability statute applicable to certain groups of railway employees, not the Workmen's Compensation (Accident Fund) Act similar to the collective liability statutes in other provinces.

The Court held that it lacked jurisdiction to set aside the settlement.

Judge Smith of the District Court in his reasons for decision set out the facts of the case. On July 31, 1950, the trainman was injured in the course of his duties. After receiving medical treatment he returned to work but was unable to carry out his duties. In October 1950, he consulted the company's clinic in Winnipeg and was informed there that he had no

physical disability. He returned to work on October 22. On November 9 he signed a release in writing in settlement of his claim against the company arising out of the accident, including any claim to compensation. The company agreed to assume payment of reasonable medical expenses incurred up to that date. He worked until December 23, when he consulted a Saskatoon doctor who advised him that he was suffering from a definite fracture of the pedicle of the spine.

Before the District Court, the trainman alleged that the settlement was based on a fundamental mistake of both parties, and that the mistake was induced by the company's medical clinic, which had honestly but falsely represented to him that there was nothing seriously the matter with him. He further alleged that he had been unable to work since December 23, 1950, and he claimed \$3,000 (the maximum compensation then provided for in the statute), less the amount paid by the company under the settlement for medical expenses.

Judge Smith stated that the district court is purely a statutory court, that is, it possesses only such jurisdiction as has been conferred on it by statute. He examined the sections of the Workmen's Compensation Act delegating jurisdiction to the district court. It is expressly stated that compensation may be recovered by action in the district court, but he could not find that jurisdiction had been delegated to the court to set aside an agreement of settlement between an employer and a workman.

For these reasons he stayed the proceedings under Section 34 of the District Courts Act. When proceedings are stayed under this section for lack of jurisdiction, the records are transferred to the Court of Queen's Bench. *Hurman v. Canadian National Railways*, [1953] 8 WWR (NS) 509.

Collective Agreements

(Continued from page 1032)

Plumbers and Roofers, Trois Rivières.

An Order in Council dated April 30 and gazetted May 9, amends the previous Orders in Council for this industry (L.G., May 1948, p. 488, June 1950, p. 876; April 1951, p. 546; May 1952, p. 611).

Overtime: double time for work on any of 9 specified holidays. (Previously time and one-half with double time for Sunday work only.)

Vacation with pay: as previously, employees are entitled, each year, to one week's vacation with pay equal to 2 per cent of earnings. Vacation to be taken at a date set by the employer between June 10 and September 10. However, this amendment now provides that the week of vacation with pay may be taken at any time of the year, at the employee's request.

40th Annual Convention of Association of International Government Labour Officials

Discussion of such topics as industrial health and safety, the rôle of the states and the provinces in settling labour disputes, legislation affecting women and children and the training of factory inspectors highlighted the 40th annual convention of the International Association of Governmental Labour Officials, at Providence, Rhode Island, May 25 to 27. Delegates from United States federal and state governments, from the Canadian provincial and federal governments and from Alaska and Puerto Rico attended.

During the conference session devoted to industrial health and safety, the delegates were told that the United States Bureau of Labor Standards renders assistance to the states in the field of industrial safety and will, upon request, conduct courses and set examinations for factory inspectors.

Frank McElroy of the Bureau of Labor Statistics reported the results of a survey of circular saw accidents. Statistics collected by state safety inspectors were compiled and analysed by the Bureau. The survey, based upon 1,021 case records, indicated the activity of the injured person at the time of the accident, the broad categories of accidents and the agencies which inflicted the injuries, the type of injuries experienced and the physical and/or mechanical hazards which directly contributed to the accidents.

In the session studying the rôle of the states and the provinces in settling labour disputes, N. D. Cochrane, Deputy Minister of Labour for New Brunswick, described the measures for settling labour disputes in Canada. Mr. Cochrane told

the session that in 1952, 70 per cent of Canada's labour disputes were settled between labour and management alone, 19 per cent by a single government conciliation officer and 10 per cent by conciliation boards.

During the session dealing with the legislation affecting women and children in industry, the Hon. C. C. Williams, Minister of Labour for Saskatchewan, outlined the legislation in his province as it affected female employees. In addition, problems dealing with equal pay legislation were discussed at this session.

Among the Canadian delegates to the conference were: the Hon. C. C. Williams, Minister of Labour of Saskatchewan; W. Elliott Wilson, Deputy Minister of Labour for Manitoba; Miss Alice Buscombe, Statistician, Ontario Department of Labour; Dr. Bertrand Bellemarre, industrial hygienist with the Quebec Department of Labour; Cyprien Miron, Director, Conciliation and Arbitration Service, Quebec Department of Labour; Clovis Bernier, Chief of the Factory Inspection Service of the Quebec Department of Labour; N. D. Cochrane, Deputy Minister of the New Brunswick Department of Labour; and Misses Edith Lorentsen and Evelyn Best of the Legislation Branch, Federal Department of Labour.

Elected President of the Association for the next year was David Walker, Pennsylvania Commissioner of Labour. W. Elliott Wilson, Manitoba's Deputy Minister of Labour, was named Vice-President.

The Association's 1954 meeting will be held in Wyoming, it was decided.

Laws affecting labour were passed in all but one of the 15 United States Legislatures meeting in regular session in 1952: 14 of the states and Puerto Rico. This legislative action is summarized in the U.S. Department of Labor's Bureau of Labor Standards new *Annual Digest of State and Federal Labour Legislation*.

The bulletin, No. 163, also includes a digest of several Acts passed in the 1951 sessions in Massachusetts and Pennsylvania, which adjourned after the 1951 Annual Digest had gone to press.

General increases in workmen's compensation benefits were approved in four states and the trend towards occupational disease coverage was continued. Virginia shifted from schedule coverage to compulsory full coverage and Louisiana covered occupational diseases for the first time.

New Jersey passed an equal-pay law prohibiting wage discrimination because of sex.

The publication may be obtained from the Bureau of Labor Standards, U.S. Department of Labor, Washington, D.C.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Statistics* for April, 1953, show claims for unemployment insurance were fewer than in March but more numerous than in April last year

Initial and renewal claims for unemployment insurance declined in April but were more numerous than in the same month in 1952.

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during April 117,171 initial and renewal claims for benefit were received in local offices across Canada, compared with 179,714 in March and 100,951 in April 1952.

There was a substantial decrease in the volume of recorded unemployment as measured by a count of ordinary claimants on the live unemployment register the last working day of the month. On April 30, ordinary claimants recorded on the live register totalled 215,242 (179,024 males and 36,218 females), a decline of some 27 per cent from the count of 294,497 claimants (255,256 males and 39,241 females) on March 31. On April 30, 1952, ordinary claimants numbered 218,055 (173,386 males and 44,669 females). Of the remaining claimants whose registers were in the active file on April 30, there were 17,341 on short time, 3,200 on temporary lay-off and 4,115 on supplementary benefit (chiefly postal claimants in Newfoundland and Quebec).

Adjudication officers disposed of a total of 138,879 initial and renewal claims during the month. Entitlement to benefit was granted in 90,427 cases, while 36,305 initial claims were disallowed because of insufficiency of contributions. Disqualifications were imposed in 19,438 cases (including 5,757 on revised and 1,534 on supplementary benefit claims). The chief reasons for disqualification were: voluntarily left employment without just cause, 5,673 cases; not unemployed, 5,670 cases (in 62 per cent of the "not unemployed" cases, the duration of the disqualification period was six days or less); not capable of and not available for work 1,833 cases.

New beneficiaries during the month totalled 83,659, compared with 114,683 in March and 79,424 in April 1952.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

A total of \$16,389,294 was paid in compensation for 5,225,796 days of proven unemployment during April, in comparison with \$20,796,825 and 6,613,705 days in March and \$13,253,537 and 4,911,679 days during April 1952.

For the week April 25-May 1, \$3,634,010 was paid to 196,315 persons in compensation for 1,159,164 days, compared with \$3,635,074 paid to 211,442 persons in compensation for 1,155,540 days during the week March 28-April 3. During the week April 26-May 2, 1952, 196,973 beneficiaries were paid \$3,096,642 as compensation for 1,150,419 days of unemployment.

Average daily rate of benefit was \$3.14 for the week under review this month, compared with \$3.15 for the same week last month, and \$2.69 for the same week last year.

Insurance Registrations*

Reports received from local offices of the Unemployment Insurance Commission for the month of April show that insurance books have been issued to 2,877,634 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1953.

At April 30, 247,486 employers were registered, a decrease of 1,065 since March 31.

*Cumulative during each fiscal year, revised beginning in April each year. The renewal of insurance books was incomplete at April 30 and a revised figure will appear in next month's issue.

*See Tables E-1 to E-7 at end of book.

Supplementary Benefit

Since the period for which supplementary benefit is payable expired April 15, no claims filed on or after April 9 were considered under the supplementary benefit provisions of the Act. Thus, of a total of 36,305 claims disallowed, only about 85 per cent (30,818) were referred for supplementary benefit. Of a total of 23,817 initial

claimants entitled to benefit, 20,482 or some 86 per cent qualified under class 1. An amount of \$2,801,555 was paid in supplementary benefit during the month.

As stated above, the period for which these benefits are payable expired on April 15, consequently no data are available for Table E-7. During 1952, the period expired on March 31, hence no comparable data exist for last year.

Decision of the Umpire under the Unemployment Insurance Act

Digest of a selected decision rendered by the Umpire

Decision CU-B 918, March 20, 1953

Held: (1) *That if in cases of refusal to cross picket lines where no actual violence is displayed, satisfactory evidence is adduced that the workers refrained from doing so on account of a legitimate fear of reprisals against them, their families or material possessions, they are not participating within the meaning of subsection (2) of Section 39 of the Act.*

(2) *That the claimant, by refraining from crossing a peaceful picket line formed by workers of an affiliated union on strike, became a participant in the dispute and consequently was subject to disqualification under Section 39(1) of the Act.*

Material Facts of Case.—The claimant filed an initial application for benefit on May 26, 1952, stating that he had worked as a tool crib man for the Ford Motor Company of Canada Limited, Windsor, Ont., from February 26, 1928, to May 23, 1952, when he was separated from his employment because of a work shortage.

According to the submissions, the salaried office workers of the said company who are members of Local 240, UAW-CIO, went on strike on May 19, 1952, and set up a picket line at the entrance of Plant No. 1, which houses the offices and some production departments of the company. The hourly-rated employees (members of Local 200, UAW-CIO) employed in that plant were permitted to cross the picket line in order to carry on their regular work. On May 23, 1952, however, picketing was extended to all the plants and the hourly-rated employees refrained from crossing the

picket lines with the result that there was a complete stoppage of work at the company's premises until June 1, 1952, when the dispute was settled.

The insurance officer disqualified the claimant (a member of Local 200), from the receipt of benefit from May 23, 1952 to June 1, 1952, because, in his opinion, the claimant's loss of employment for that period was by reason of a stoppage of work due to a labour dispute (Section 39(1) of the Act).

The claimant appealed to a court of referees, which, after having heard him, his representative (an official of Local 200), and an official of the company, by a majority finding upheld the decision of the insurance officer.

Local 200, UAW-CIO, appealed to the Umpire. The Canadian Congress of Labour, with which the interested union is affiliated, in addition to submitting a lengthy brief, requested an oral hearing of the case before the Umpire, which was held in Ottawa March 4, 1953, and attended by the Assistant Research Director of the said Congress and a representative of the Commission.

Conclusions.—Mr. in his brief to me made it clear that the Canadian Congress of Labour did not intend to contest the finding of the court of referees that the picketing at the Ford plants in Windsor was entirely peaceful, that there was work available for the claimant and those associated with him in his appeal and that they deliberately refrained from crossing the picket lines. He stated, however,

that it was the Congress' belief that the position taken by me and my predecessor in similar instances in the past (that refusal to cross a peaceful picket line is evidence of participation in a labour dispute), has had the result of introducing and preserving an unduly rigid interpretation of the rights of a claimant where Section 39 of the Act is concerned.

He went on to state that the Congress' objection "is to the assumption that there is not, or ought not to be, any reason which should prevent a union member from crossing a picket line other than the presence or the threat of physical violence".

According to the Congress, Parliament, by the inclusion of Section 40(2)(a) in the Act, which states that employment arising in consequence of a stoppage of work due to a labour dispute shall be deemed not to be suitable for a claimant, has recognized and respected a state of mind which exists among organized workers at least that to take a job in a strikebound plant would be not only a dishonourable deed but would be to strike at the very roots of the labour movement. Unions, like other organized groups, for instance doctors, lawyers, etc., contends Mr., "are governed by *mores* which are not set by law or even by the constitutions of their professional associations but have been established on the basis of experience and tradition... (Organized workers) are bound by attitudes and customs which go beyond the law. They do things, or abstain from doing them, not because they are unlawful but because it is *morally* wrong to do otherwise... To insist, therefore, that trade unionists must permit no other motivation but the fear of a broken head to influence them in regard to their employment is to set them aside as a sort of pariah caste, inferior to others and not subject to the same human susceptibilities."

In the opinion of Mr., the foregoing considerations are particularly important to the workers engaged in the automotive industry in Windsor, where the major part of the population is made up of union members and their families.

"In the mind of the appellant and his fellow-workers," continues Mr., "some very real problems arose when they found themselves confronted by Local 240's picket lines. One was that by crossing those lines they might become *déclassés*, in regard to their particular power group (i.e., the unions, the others in Windsor being, according to a Canadian sociologist, the automobile manufacturers, the Catholic Church and the local business group). The

second, flowing from the first, was that as a further consequence of their breach of union *mores*, they might cut themselves off from the very real benefits which they enjoyed because of their union's extra-economic activities and status."

Mr. summed up his carefully and ably prepared brief as follows:—

- (a) that the labour movement is a social institution whose functions transcend the economic, and which has certain codes of behaviour recognized by Parliament in the Unemployment Insurance Act;
- (b) that, under these circumstances, reliance on physical violence as the sole criterion with regard to refusing to cross a picket line is contrary to public policy, in addition to being discriminatory;
- (c) that the appellant had very real cause to refrain from crossing the picket lines set up by Local 240, in addition to the moral compulsion induced by a trade union environment; and
- (d) that the term "violence" should be broadened in its meaning to include the potential loss of beneficial treatment enjoyed by virtue of trade union membership and/or adherence to trade union standards of behaviour even where these are not necessarily those prescribed by law.

I have read with considerable interest the views expressed by Mr. concerning the ethics which do or should govern the actions of the members of "organized labour" particularly in connection with labour disputes when, although not directly interested therein, they are confronted with the problem of making the decision as to whether or not they should cross a picket line.

I quite agree that if one chooses to associate himself with others in the pursuance of common and legitimate interests, he should act in accordance with the principles of his association. I purposely underlined the word "legitimate" because Mr. has omitted to differentiate between legal and illegal strikes, although I am confident that it was not his intention to argue that a union member is morally justified in refraining from crossing a picket line formed by workers of an affiliated union who are illegally on strike. The concept of ethics spurns any idea of participation in immorality whether by positive or negative acts.

The weakness of Mr.'s argument, however, is not in the underlying principle upon which he relies but in its application to the Unemployment Insurance Act. The disqualification for reason of participation depends upon the fact of

(Continued on page 1061)

Labour Conditions

in Federal Government Contracts

Wage Schedules Prepared And Contracts Awarded during May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 142 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 105 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded under this heading for the month of May are set out below:—

Department	No. of Contracts	Aggregate Amount
Agriculture	2	\$81,694.00
Defence Construction (1951) Ltd.	2	34,833.00
Defence Construction (1951) Ltd.: (Building and Maintenance).....	1	85,748.00
Post Office	10	98,422.66
Public Works	1	5,728.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour in such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the

district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments made during May

During the month of May the sum of \$1,371.96 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 60 employees concerned.

Contracts Containing Fair Wages Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Amherst Point Marsh N S: R K Chappell, construction of dyke. *John Lusby Marsh N S*: R K Chappell, construction of dyke. *Kennetcook Marsh N S*: Welton Construction, construction of dyke. *Martock Marsh N S*: Welton Construction, construction of dyke; J G Webster, marsh drainage. *Newport Town Marsh N S*: McCully & Soy, construction of dyke; J G Webster, marsh drainage. *River Hebert Marsh N S*: J G Webster, construction of dyke. *Dixon Island Marsh N B*: E L

Casey, construction of dyke. *Hillsboro Marsh N B*: Wheaton Bros, construction of dyke and aboiteau. *Memramcook West Marsh N B*: Bay Construction, construction of dyke. *Sackville Marsh N B*: E R Stiles, construction of dyke. *Vauxhall Alta*: Remington Construction Co Ltd, reinforced concrete irrigation structure, Bow River project; Assiniboia Construction Co Ltd, reinforced concrete irrigation structure, Bow River project.

Central Mortgage and Housing Corporation

Gander Nfld: Eastern Woodworkers Ltd, construction of houses. *Eastern Passage N S*: Halifax Painters & Decorators, exterior painting. *New Glasgow N S*: H K Brine, exterior painting. *Saint John N B*: Harry A Clark, re-insulating & wrapping of pipes, Rockwood Court. *Montreal P Q*: Lewis Bros Asphalt Paving Ltd, *grading & paving, Benny Farm; D'Errio Bros Asphalt Paving Ltd, *grading & installation of drainage system, Villeray Terrace. *Barriefield Ont*: Walter J Halsgrove, landscaping. *Brantford Ont*: Nap Beauchamp Construction Co, repairs to houses. *Cobourg Ont*: R H Clark, *exterior painting. *Deep River Ont*: Shalamar Gardens, landscaping. *Dryden Ont*: J H Turcotte, exterior painting. *Gloucester Ont*: Shalamar Gardens, *landscaping. *London Ont*: J Bushan, *interior & exterior painting. *Pickering Ont*: Oliver Maurer, *stockpiling coal. *Toronto Ont*: Atlas Excavators Ltd, *reinforcing underground tunnel. *Uplands Ont*: H H Sutton, landscaping. *Brandon Man*: Al Decorating

& Signs, exterior painting. *Selkirk Man*: E Oswald & Son, exterior painting. *Winnipeg Man*: Ideal Decorating Co, exterior painting. *Lloydminster Sask*: G J Mogenson, exterior painting. *North Battleford Sask*: Reg Parsons, *exterior painting. *Prince Albert Sask*: Wm Sigalet & Co Ltd, exterior painting. *Regina Sask*: Norman Clark, *renovation of landscaping. *Weyburn Sask*: Norman Clark, *renovation of landscaping. *Claresholm Alta*: General Construction Co (Alberta) Ltd, construction of roadway & driveways. *Medicine Hat Alta*: J H Back, exterior painting. *Namao Alta*: T J Pounder & Co Ltd, paving roads & driveways. *Penhold Alta*: Standard Gravel & Surfacing of Canada Ltd, construction of roads, driveways, catch basins & open drainage system. *Kamloops B C*: R H Neven Co Ltd, *exterior painting. *Vancouver B C*: Ed Johnston, landscaping, Fraserview; R H Neven Co Ltd, exterior painting; Ed Johnston, *landscaping.

Defence Construction (1951) Limited

St John's Nfld: Byers Construction Co Ltd, construction of stores, workshop, office bldg, etc. *Fredericton N B*: Caldwell Construction Co Ltd, construction of garage, RCASC. *Bagotville P Q*: North Shore Construction Co, construction of roads. *Falconbridge Ont*: A W Robertson Construction Ltd, construction of addi-

tional work. *Foymount Ont*: A W Robertson Construction Ltd, construction of additional work. *Meaford Ont*: Keiller Construction Co Ltd, installation of water supply system. *Shirley Bay Ont*: M Sullivan & Son Ltd, construction of central workshop bldg. *Toronto Ont*: Fassel & Baglier Construction, addition to north

wing, HMCS "York". *Trenton Ont*: H J McFarland Construction Co, hangar aprons & drainage. *Winnipeg Man*: Benjamin Bros Ltd, construction of water supply, sewerage, power & communications duct lines. *Namoo Alta*: Standard Iron & Engineering Works Ltd, erection of vertical

steel tanks. *Comox B C*: Hanssen Construction Co Ltd, construction of deep well pumphouse. *Esquimalt B C*: General Construction Co Ltd, construction of magazine & services bldgs & associated services. *Aklavik N W T*: Tower Co Ltd, construction of barrack block.

Building and Maintenance

Lachine P Q: Charles Duranceau Ltd, construction of parking areas, RCAF Station. *Valcartier P Q*: Magloire Cauchon Ltee, construction of observation shelter & storage bldg, Small Arms Artillery Proof & Experimental Establishment. *Ottawa Ont*: Alex I Garvock Ltd, construction of roof hatches, No 26 COD, Plouffe Park. *Rockcliffe Ont*: Dominion Steel & Coal Corporation Ltd, erection of chain link

fence, RCAF Station. *Trenton Ont*: H J McFarland Construction Co Ltd, paving of road, RCAF Station. *Rivers Man*: J H From, landscaping, RCAF Station. *Calgary Alta*: Assiniboia Construction Co Ltd, replacement of asphalt standing, RCAF Station. *Matsqui B C*: Ralph & Arthur Parsons Ltd, removing, overhauling & re-installing diesel electric unit, Naval Radio Station.

National Harbours Board

Halifax Harbour N S: Atlas Construction Co Ltd, construction of addition to grain elevator. *Montreal Harbour P Q*: Miron & Freres Ltd, asphalt paving, lower floors of sheds Nos. 12 & 14; Jean Paquette, construction of offices in shed No. 12.

Department of Public Works

St John's Nfld: L S B Stokes & Sons Ltd, alterations & addition to bldg No. 2, for RCMP, Kenna's Hill. *Rustico Harbour P E I*: L G & M H Smith Ltd, breakwater repairs. *Chester N S*: J P Porter Co Ltd, *dredging. *Dingwall N S*: McNamara Construction Co Ltd, *dredging. *Herring Cove N S*: Atlantic Bridge Co Ltd, reconstruction of breakwater and wingwall. *Port Hood Island N S*: A D MacDonald & C J McDonald, closing northern entrance. *Swim's Point N S*: Mosher & Rawding Ltd, wharf repairs & improvements. *Cape Bimet N B*: Modern Construction Ltd, construction of wharf. *Fairhaven N B*: Colin R. MacDonald Ltd, wharf reconstruction & extension. *Little Aldouane & Grand Aldouane N B*: Roger LeBlanc, *dredging. *McEachern's Point N B*: J W & J Anderson Ltd, wharf extension. *Middle Caraquet N B*: Comeau & Savoie Construction Ltd, wharf extension. *Forestville P Q*: McNamara Construction Co Ltd, wharf extension. *Riviere au Renard P Q*: Mannix Ltd, wharf recon-

struction. *Ste Anne de la Pocatiere P Q*: Dieppe Construction Inc, addition to headerhouse. *Honey Harbour Ont*: R A Blyth, wharf reconstruction. *Little Current Ont*: Canadian Dredge & Dock Co, *dredging. *London Ont*: Ellis-Don Ltd, alterations to provide for plant growth chambers, Science Service laboratory. *Ottawa Ont*: Stanley G Brookes, installation of transformers & switchboard, alterations, etc, Mortimer Bldg; Edge Ltd, installation of automatic sprinkler with central supervisory & fire alarm system "G" & "H", 562 Booth St; Canadian Comstock Co Ltd, fluorescent lighting & transformer room changes, Dominion Archives bldg. *Port Stanley Ont*: McNamara Construction Co Ltd, *dredging. *Kimberley B C*: C J Oliver Ltd, erection of public bldg. *Shawinigan Lake B C*: B C Pile Drivers Ltd, construction of wharf & floats. *Vancouver B C*: Walach Construction Co Ltd, alterations, lighting, plumbing, paving, etc, RCMP Sub-Division Hdqrs.

Department of Transport

Cape Spear Nfld: S J Clark, construction of dwelling. *Lamaline Nfld*: S J Clark, erection of dwelling and tower. *Dartmouth N S*: Acadia Construction Ltd, additional airport development. *Dorval P Q*: The Highway Paving Co Ltd, additional development, Montreal Airport. *Timmins Ont*: Storms Contracting Co Ltd, addi-

tional airport development. *Regina Sask*: Mannix Ltd, additional airport development; A D Ross & Co Ltd, installation of field lighting. *Comox B C*: S & S Electric Ltd, installation of field lighting. *Mill Bay (Patricia Bay) B C*: A V Richardson Ltd, construction of radio beacon station.

Wages, Hours and Working Conditions

Wage Rates for Male Labourers in Manufacturing in Recent Years

Labourers' wage rates rose 201·7 per cent between 1939 and 1952 while those of all plant workers advanced by 178·7 per cent. In terms of averages, labourers' rates are highest in British Columbia, Ontario

The wage rates paid to labourers are of particular importance in that they often form the base for the entire wage structure of individual establishments or the focal point from which the differentials for many other skills are determined. Generally speaking they are the lowest rates paid in a plant, apart from hiring rates or those paid to apprentices.

In numerical terms, labourers are the most important occupational group in manufacturing. This study, for example, covers more than 72,000 workers in this classification. Important, too, is the fact that labourers constitute the largest group of workers in most of the manufacturing industries.

For these reasons, and the fact that the duties of labourers are similar, regardless of the firm or industry in which they are employed, the rates paid to such workers are useful in helping to determine relative wage levels in various establishments, industries and localities.

For purposes of this article a labourer is a worker who performs one or a variety of heavy or light manual duties which can be learned in a short period of time and which require a minimum of independent judgment. Only those whose duties are too general to be classified otherwise are included in this occupation.

Wage Trends

A widely-shared opinion is that unskilled workers have succeeded in obtaining gains in wages over the past decade or more sufficient to narrow percentage differentials that existed between them and the skilled and semi-skilled workers in the late '30's and early '40's. This view appears to be supported by statistics showing the upward movement of wage levels for labourers, the most important constituent of the unskilled

group, and plant workers as a whole in the manufacturing industries. For labourers, rates rose by 201·7 per cent between 1939 and 1952 and for all plant workers by 178·7 per cent. In recent years, the two indexes on a base of 1939 as 100 run as follows:—

Year	Labourers		All Plant Employees	
	Index	Annual per cent Increase	Index	Annual per cent Increase
1945.....	150·2	.....	146·5	.....
1946.....	165·9	10·5	161·5	10·2
1947.....	189·9	14·5	183·3	13·5
1948.....	214·0	12·7	205·9	12·3
1949.....	224·1	4·7	217·9	5·8
1950.....	244·6	9·1	230·7	5·9
1951.....	274·9	12·4	261·6	13·4
1952.....	301·7	9·7	278·7	6·5

It is apparent that during the war years 1939-1945, there was a significant disparity between the average percentage wage gains of labourers and plant workers as a whole. During this period the rates of labourers rose by 50·2 per cent whereas those of plant workers as a group advanced by only 46·5 per cent. Since the war, with an accelerated upward movement of wage levels generally, labourers' rates have advanced by a correspondingly greater amount. From 1945 to 1952, the rates of labourers doubled whereas those of plant workers rose by 90 per cent. In five of the seven post-war years, the increase in labourers' rates has, in percentage terms, been higher than that for plant workers of all levels of skill.

While cents-per-hour differentials in wage rates between labourers and semi-skilled and skilled workers have widened considerably during the period since 1939, percentage differentials, as evidenced by these statistics of wage trends, have

narrowed. These trends reflect the tendency of unions and employers to negotiate wage increases in terms of single cents-per-hour or other amounts that are not proportionate to actual wage levels for individual occupations. With rising living costs, the escalator wage formulas, which have become widespread throughout industry, tend to narrow skill differentials, as they generally provide for a fixed hourly increase for a given change in the cost-of-living index, regardless of the occupation or class of employee receiving the wage adjustment. With a decline in living costs, the opposite result is, of course, obtained, as the more skilled workers lose less proportionately than those receiving lower wages. Operating in the direction of maintaining inter-occupational percentage differentials is the frequent practice of maintaining the take-home-pay of workers with a reduction in hours of work. This serves to increase all hourly rates by the same percentage amounts.

Wage Structure

The rates for labourers given in Table 1 show that the Canadian wage structure is characterized by fairly pronounced regional and local differentials in wage rates. These reflect the underlying economic conditions as well as customs and social attitudes that exist in various sections of the country. In many cases, geographical differentials are associated with the degree of concentration of high-wage or low-wage industries and the extent and strength of trade unionism within regions or metropolitan areas.

In terms of averages, wage rates for labourers are highest in British Columbia and Ontario; but even within these provinces local differences in wage levels are substantial and many centres in the Atlantic Provinces, Quebec and the Prairie Provinces have rates that exceed those of many communities in the two high-wage provinces.

Wage levels in the larger cities, where industry is generally more diversified, tend to fall close to the provincial averages. In other centres where one industry predominates, such levels are greatly influenced by the nature of that industry. In Sydney, Hamilton and Welland the high wage scales of the primary steel manufacturers raise local wage rate averages for labourers well above those for most other cities of comparable size in Nova Scotia and Ontario. In Trois Rivières, Cornwall and Thorold, the pulp and paper industry is the largest employer of labourers and thus exerts a great influence on the pattern of wages for unskilled males. In Kitchener

and Saskatoon, the meat packing industry plays an important rôle in determining local wage levels for this class of employee.

AVERAGE HOURLY WAGE RATES FOR LABOURERS, MALE, IN MANUFACTURING, BY CITY

October 1950, 1951 and 1952

Locality	1950	1951	1952	Range of Rates
	Average Rate	Average Rate	Average Rate	
	\$	\$	\$	\$
Canada.....	.96	1.10	1.25	.....
Newfoundland.....		.91	1.09	.....
St. John's.....		.74	.97	.75-1.09
P.E.I.....		.68	.69	.....
Nova Scotia.....	.89	.87	1.32	.....
Halifax.....	.83	.83	1.02	.90-1.09
New Glasgow.....	.78	.73	.79	.75-1.00
Sydney.....	1.04	1.20	1.30	1.24-1.36
New Brunswick.....	.80	.88	.96	.....
Moncton.....	.94	1.16	1.12	.75-1.39
Saint John.....	.74	.88	.96	.80-1.11
Quebec.....	.86	.98	1.08	.....
Hull.....	.91	1.10	1.14	.97-1.32
Joliette.....	.72	.83	.88	.71-1.00
Montreal.....	.91	1.01	1.12	.90-1.40
Quebec.....	.82	.96	1.07	.88-1.27
St. Jérôme.....	.82	.88	.96	.71-1.12
Shawinigan Falls.....	.96	1.16	1.29	1.25-1.34
Sherbrooke.....	.65	.77	.86	.57-1.02
Trois Rivières.....	.90	1.07	1.13	.74-1.25
Victoriaville.....	.70	.79	.80	.70-.90
Ontario.....	1.00	1.16	1.29	.....
Belleville.....	.92	.96	1.06	.70-1.37
Brantford.....	1.09	1.21	1.19	.80-1.37
Chatham.....	1.09	1.01	1.07	.85-1.41
Cornwall.....	.96	1.18	1.14	1.14-1.17
Fort William.....	.97	1.20	1.22	1.00-1.33
Galt.....	.91	1.12	1.13	.95-1.22
Guelph.....	.96	1.03	1.10	.80-1.20
Hamilton.....	1.08	1.28	1.36	1.05-1.52
Kingston.....	.91	1.14	1.26	1.25-1.30
Kitchener.....	.94	1.12	1.19	.95-1.30
London.....	1.08	1.14	1.22	.90-1.58
Niagara Falls.....	1.07	1.30	1.37	1.35-1.44
Orillia.....	.77	.87	.90	.75-1.10
Oshawa.....	1.04	1.30	1.26	1.10-1.31
Ottawa.....	.76	.85	.92	.75-1.12
Peterborough.....	1.03	1.17	1.19	1.01-1.32
Port Arthur.....	.97	1.22	1.26	1.17-1.50
St. Catharines.....	1.06	1.22	1.24	.89-1.43
St. Thomas.....	.97	1.10	1.17	1.12-1.24
Sarnia.....	1.05	1.26	1.43	1.28-1.56
Sault Ste. Marie.....	1.12	1.26	1.35	.....
Sudbury.....	.83	1.02	1.08	1.05-1.14
Thorold.....	1.08	1.32	1.39	1.34-1.58
Toronto.....	.99	1.14	1.23	1.00-1.42
Welland.....	1.08	1.44	1.50	1.48-1.63
Windsor.....	1.16	1.29	1.44	1.36-1.49
Woodstock.....	.88	.96	1.12	1.00-1.27
Manitoba.....	.88	.97	1.10	.....
Winnipeg.....	.88	.97	1.12	.83-1.33
Saskatchewan.....	.92	1.01	1.14	.....
Regina.....	.93	1.00	1.14	1.00-1.40
Saskatoon.....	.88	1.03	1.21	.95-1.32
Alberta.....	.97	1.04	1.11	.....
Calgary.....	1.00	1.16	1.27	1.00-1.45
Edmonton.....	.98	1.01	1.14	.88-1.31
British Columbia.....	1.16	1.31	1.40	.....
New Westminster.....	1.19	1.38	1.41	1.06-1.52
Vancouver.....	1.16	1.32	1.41	1.24-1.56
Victoria.....	1.10	1.28	1.46	1.45-1.52

Prices and the Cost of Living*

Consumer Price Index, June 1, 1953

Following a decline dating from last November, when the consumer price index was 116·1, the index rose 0·4 per cent from 114·4 at May 1 to 114·9 at June 1. Higher food prices were mainly responsible for the increase, the Dominion Bureau of Statistics reported.

The food index advanced from 110·1 to 111·4 as a result of substantially firmer prices for fresh and cured pork, fresh fruits and vegetables and lesser increases for most other meats, bread and eggs. Butter and canned fruits and vegetables were lower.

The shelter component moved up from 122·9 to 123·6, reflecting an increase of 1·0 per cent in rentals; the home-ownership index remained the same.

Other group indexes, exhibiting unusual stability, were unchanged at 110·1 for clothing, 116·6 for household operation and 115·1 for other commodities and services. In the household operation group a seasonal reduction in coal was balanced by small increases in home furnishings, and in supplies and services.

The index one year earlier (June 2, 1952) was 116·0; group indexes were: food 115·7, shelter 120·4, clothing 111·8, household operation 115·9, other commodities and services 115·7.

Cost-of-Living Index, June 1, 1953

The cost-of-living index (1935-39=100) rose from 183·6 to 184·8 between May 1 and June 1. At June 2, 1952, it was 187·3.

Group indexes at June 1 (May 1 figures in parentheses) were: food 225·7 (222·8), rent 152·5 (151·0), fuel and light 152·6 (153·2), clothing 206·4 (206·3), home furnishings and services 196·2 (196·2) and miscellaneous 149·0 (149·0).

Group indexes one year earlier (June 2, 1952) were: food 237·0, rent 147·9, fuel and light 149·8, clothing 209·3, home furnishings and services 197·2 and miscellaneous 147·4.

City Cost-of-Living Indexes, May 1, 1953

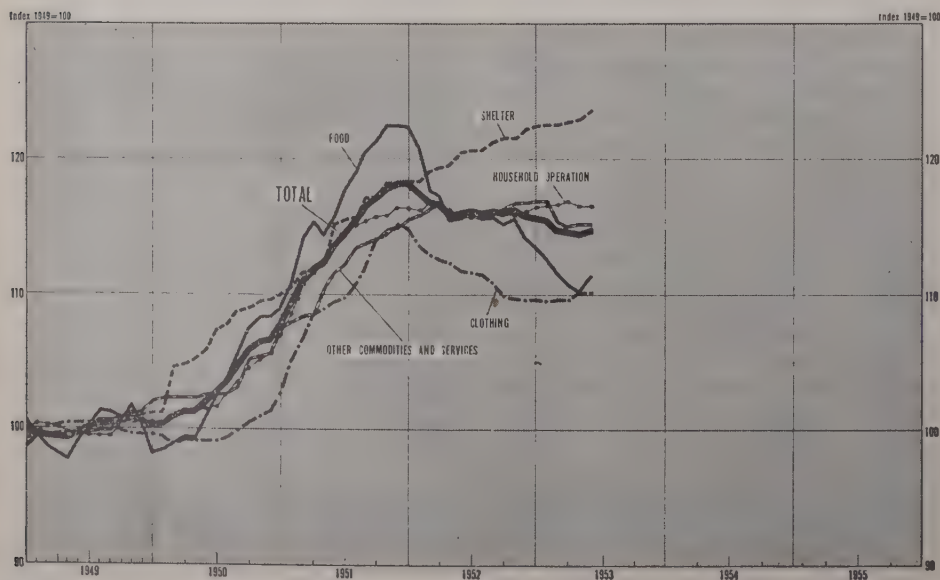
Declines occurred in six and increases in three of the cost-of-living indexes for the nine regional cities between April 1 and May 1.

Changes in food prices resulted in lower food indexes in five centres and increases in the remaining four. Prices of fresh pork and eggs were generally firmer while butter, beef and fresh vegetables were cheaper in most cities. An advance in the price of bread was reported in Edmonton.

Clothing indexes were up in all nine cities as a result of scattered advances in

*See Tables F-1 to F-6 at end of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



men's and women's wear items. Changes in the home furnishings and services group were also scattered over a number of items, advances in furniture and washing machine prices and declines in refrigerator prices being predominant. Telephone rates were reported up in Halifax and Vancouver. Coal prices were lower in St. John, Montreal and Toronto, reflecting the introduction of summer rates. Winnipeg and Saskatoon prices were slightly higher while in the remaining four cities fuel and lighting indexes were unchanged.

Rent indexes advanced in seven cities but remained unchanged in Halifax and Winnipeg. Increases in theatre admissions and barbers' fees contributed to advances in the miscellaneous items index in six cities. This component remained unchanged in Montreal and was lower in St. John's and Toronto.

Composite city cost-of-living index point changes between April 1 and May 1 were: Halifax -0.7 to 172.6, Winnipeg -0.5 to 176.4, St. John's -0.4 to 101.1, Saint John -0.3 to 180.2, Saskatoon -0.3 to 182.2, Toronto -0.1 to 180.9, Vancouver +0.3 to 187.5, Edmonton +0.2 to 176.6 and Montreal +0.1 to 188.3.

Wholesale Prices, May 1953

Wholesale prices continued in May to move within narrow limits. The composite index rose fractionally to 220.1 from

219.6 the preceding month, according to the Dominion Bureau of Statistics. A year earlier the index stood at 224.6.

Three of the eight major sub-group indexes advanced between April and May, four declined and one remained unchanged.

Animal products led the increases with a rise in the index from 234.4 to 239.1 as a result of higher prices for livestock, notably hogs, and for pork carcass, veal, cured meats, eggs, hides, raw furs, and footwear. Fishery products, fluid milk, butter, fowl and tallow declined.

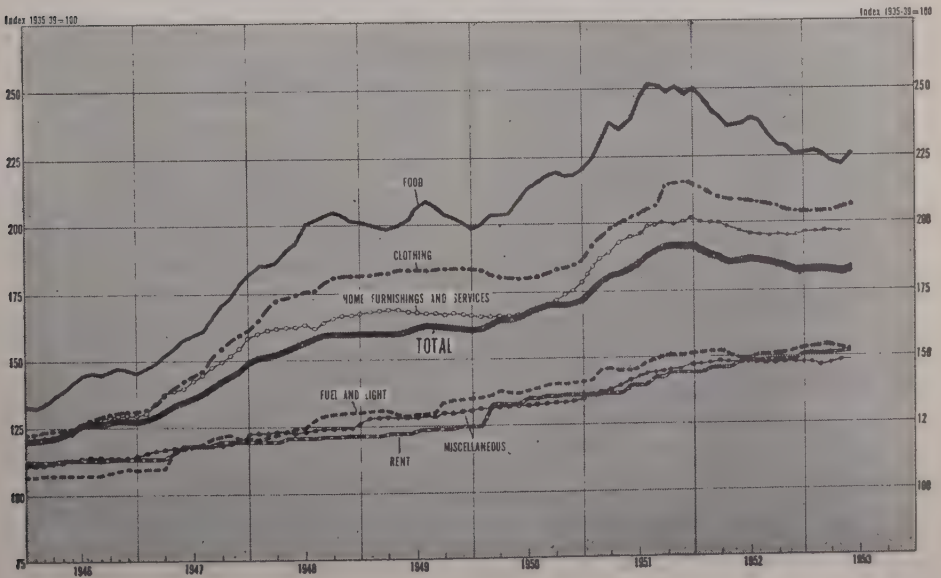
Narrow gains in newsprint and cedar shingles outweighed weakness in fir lumber and wood pulp to move the wood, wood products and paper index from 289.9 to 290.3. A continued easing of the Canadian dollar in terms of United States funds was a supporting factor in the export items in this and other groups.

Vegetable products remained practically unchanged, moving from 197.3 to 197.4 when advances in fresh fruits, certain grains, rubber, sugar and flour outweighed declines in green coffee, potatoes, onions and some vegetable oils.

Reflecting continued weakness in the price of copper, lead and zinc, which over-balanced advances in silver and gold quotations, the composite index for non-ferrous metals receded from 170.7 to 168.1.

In the non-metallics section, seasonally lower prices for coal were responsible for a drop in the index for this group from 174.4 to 173.9.

COST-OF-LIVING INDEX FROM JANUARY 1946



Lower quotations for scrap iron, steel and tinplate moved the iron and steel products index down from 221.5 to 221.2.

No net change was registered in the chemicals group index, which continued at 176.2.

Fibres, textiles and textile products changed from 241.6 to 241.2 as prices declined for woollen hosiery and both worsted and cotton yarns. On the other hand, a firmer tone was exhibited for worsted cloth, cotton knit goods and both domestic and imported raw wool.

Canadian farm product prices at terminal markets advanced slightly in May to an index reading of 216.9, compared with

214.5 in April. Strength was concentrated in animal products and the group index for this series moved up from 256.0 to 263.2 because of firmer prices for live-stock, principally hogs, and also for eggs and raw wool. In the same period, field products moved down from 173.0 to 170.6 as decreases occurred for potatoes and grains.

Prices entering into residential building materials were slightly easier in May and the composite index declined from 283.6 in April to 282.8 in May. Price declines were noted in plumbing and heating equipment, notably copper piping, and in electrical equipment.

Strikes and Lockouts

Canada, May, 1953*

The number of industrial disputes resulting in work stoppages increased slightly during May 1953, but the resulting time loss, while somewhat higher, was little changed from the low figures of the previous four months. Strike idleness in May 1953, was only a fraction of the loss in May 1952.

No great amount of loss was shown by any one stoppage but three disputes with the greatest loss were: flour, cereal and feed mill workers at Peterborough, Ont., and Saskatoon, Sask.; clothing and hosiery factory workers at Montreal, Que.; and garage workers at Fort William and Port Arthur, Ont.

Wages and related questions were the central issues in 25 of the 30 stoppages in May 1953, causing more than 90 per cent of the total loss. Of the other disputes, two arose over causes affecting working conditions, two over discharge and lay-off of workers, and one over a union question.

Preliminary figures for May 1953, show 30 strikes and lockouts in existence, involving 4,748 workers, with a time loss of 36,127 man-working days, compared with 21 strikes and lockouts in April 1953, with 3,562 workers involved and a loss of 29,120 days. In May 1952, there were 44 strikes and lockouts, with 23,360 workers involved and a loss of 248,575 days.

For the first five months of 1953 preliminary figures show 69 strikes and lockouts,

involving 14,638 workers, with a time loss of 153,092 days. In the same period in 1952 there were 93 strikes and lockouts, with 43,916 workers involved and a loss of 611,308 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in May 1953, was 0.04 per cent of the estimated working time; 0.03 per cent in April 1953; 0.30 per cent in May 1952; 0.04 per cent for the first five months of 1953; and 0.15 per cent for the first five months of 1952.

Of the 30 stoppages in existence in May 1953, three were settled in favour of the workers, two in favour of the employers, five were compromise settlements, and five were indefinite in result, work being resumed pending final settlement. At the end of the month 15 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont., on May 23, 1952.)

*See Tables G-1 and G-2 at end of book.

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in March 1953, was 176 and 12 were still in progress from the previous month, making a total of 188 during the month. In all stoppages of work in progress, 40,800 workers were involved and a time loss of 251,000 working days caused.

Of the 176 disputes leading to stoppages of work which began in March, 10, directly involving 5,900 workers, arose over demands for advances in wages; and 70, directly involving 5,800 workers, over other wage questions; six, directly involving 300 workers, over questions as to working

hours; 28, directly involving 4,700 workers, over questions respecting the employment of particular classes or persons; 61, directly involving 4,300 workers, over other questions respecting working arrangements; and one, directly involving 4,800 workers, was in support of workers involved in another dispute.

India

For the year 1952, preliminary figures show 955 industrial disputes resulting in work stoppages. These involved 807,623 workers directly and indirectly and caused a time loss of 3,330,684 man-working days.

United States

Preliminary figures for April 1953, show 550 work stoppages resulting from labour-management disputes beginning in the month in which 275,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,500,000 man-days. Corresponding figures for March 1953, are 450 work stoppages involving 180,000 workers and a time loss of 1,100,000 days.

Publications Recently Received in Department of Labour Library

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Decisions of the Umpire

(Continued from page 1048)

voluntary action and not upon the motives which led to it. The morality of the motives is not questioned, precisely because the legislator in Section 39 of the Act, and quite rightly so, does not concern himself with the merit of labour disputes.

Section 39 deals with matters which spring from conflicts of interests between two parties who are contributors to the Unemployment Insurance Fund and it stands to reason that it was not the intent of the legislator that moneys in which both have a proprietary interest should be used for the benefit of one in the pursuit or the furtherance of an economic battle against the other.

When a worker, because of his convictions, his conscience or his faith in the principles of his union, refuses to cross a picket line and thereby withdraws his labour, he, in effect, sides with the strikers and adds strength to their cause. If we were to accept the Congress' arguments as valid, it would mean that unions, with subsidies from the Fund, could paralyse a whole industry to the detriment not only of the employer but of the public at large.

I do not agree therefore with the contention that my predecessor and I have introduced and preserved an unduly rigid interpretation of Section 39 in regard to cases like the present one. The language and context of that section cannot be strained to include exemptions equivalent to the exercise of what virtually could become an economic blockade by organized labour. It is true that the legislator in Section 40(2)(a) has recognized the right of a worker to refuse employment which arises in consequence of a stoppage of work due to a labour dispute but then there is no legal relationship between the prospective employer and the claimant and the consequences are not the same.

In concluding, I might say that if in cases of refusal to cross picket lines where no actual violence is displayed, satisfactory evidence is adduced that the workers refrained from doing so on account of a legitimate fear of reprisals against them, their families or material possessions, they are not participating within the meaning of subsection (2) of Section 39 of the Act. The appeal is dismissed.

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A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended April 18, 1953			Week Ended March 21, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population.....	10,002	4,993	5,009	9,986	4,984	5,002
A. Civilian labour force.....	5,241	4,097	1,144	5,192	4,064	1,128
Persons at work.....	4,941	3,834	1,107	4,859	3,772	1,087
35 hours or more.....	4,645	3,674	971	4,534	3,585	949
Less than 35 hours.....	296	160	136	325	187	138
Usually work 35 hours or more.....	104	88	16	130	111	19
(a) laid off for part of the week.....	*	*	*	10	*	*
(b) on short time.....	24	20	*	31	26	*
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	22	21	*	17	16	*
(f) illness.....	25	19	*	40	31	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	*	*	*	*	*	*
(i) other.....	16	14	*	23	21	*
Usually work less than 35 hours.....	192	72	120	195	76	119
Persons with jobs not at work.....	135	112	23	161	134	27
Usually work 35 hours or more.....	131	109	22	157	131	26
(a) laid off for full week.....	27	24	*	39	36	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	62	50	12	82	64	18
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	18	13	*	15	12	*
(f) other.....	16	14	*	16	14	*
Usually work less than 35 hours.....	*	*	*	*	*	*
Persons without jobs and seeking work (1).....	165	151	14	172	158	14
B. Persons not in the labour force.....	4,761	896	3,865	4,794	920	3,874
(a) permanently unable or too old to work.....	175	117	58	188	122	66
(b) keeping house.....	3,338	*	3,336	3,342	*	3,341
(c) going to school.....	681	346	335	685	348	337
(d) retired or voluntarily idle.....	547	419	128	555	434	121
(e) other.....	20	12	*	24	15	*

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousand)

SOURCE: D.B.S. Labour Force Survey

	Week Ended April 18, 1953			Week Ended March 21, 1953		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work.....	176	158	18	184	167	17
Without jobs.....	165	151	14	172	158	14
Under 1 month.....	46	.....	.....	46	.....	.....
1-3 months.....	62	.....	.....	77	.....	.....
4-6 months.....	42	.....	.....	38	.....	.....
7-12 months.....	10	.....	.....	.....	.....	.....
13-18 months.....	*	.....	.....	*	.....	.....
19-and over.....	*	.....	.....	*	.....	.....
Worked.....	11	*	*	12	*	*
1-14 hours.....	*	*	*	*	*	*
15-34 hours.....	*	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED APRIL 18, 1953

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,241	101	391	1,507	1,867	945	430
Agricultural.....	837	*	55	213	203	344	21
Non-Agricultural.....	4,404	100	336	1,294	1,664	601	409
Males.....	4,097	81	319	1,162	1,442	759	334
Agricultural.....	808	*	53	208	193	334	19
Non-Agricultural.....	3,289	80	266	954	1,249	425	315
Females.....	1,144	20	72	345	425	186	96
Agricultural.....	29	*	*	*	10	10	*
Non-Agricultural.....	1,115	20	70	340	415	176	94
All ages.....	5,241	101	391	1,507	1,867	945	430
14—19 years.....	433	13	36	176	144	87	27
20—24 years.....	721	18	52	236	236	130	49
25—44 years.....	2,444	44	182	701	880	428	209
45—64 years.....	1,387	24	104	354	523	257	125
65 years and over.....	206	*	17	40	84	43	20
<i>Persons with Jobs</i>							
All status groups.....	5,076	89	367	1,446	1,829	930	415
Males.....	3,946	69	297	1,106	1,408	746	320
Females.....	1,130	20	70	340	421	184	95
Agricultural.....	833	*	55	212	201	344	20
Non-Agricultural.....	4,243	88	312	1,234	1,628	586	395
Paid workers.....	3,821	69	274	1,110	1,479	537	352
Males.....	2,797	52	211	799	1,093	375	267
Females.....	1,024	17	63	311	386	162	85
<i>Persons without Jobs and Seeking Work</i>							
Both sexes.....	165	12	24	61	38	15	15
<i>Persons not in the Labour Force</i>							
Both sexes.....	4,761	137	453	1,310	1,575	852	434
Males.....	896	42	95	229	1,262	167	101
Females.....	3,865	95	358	1,081	1,313	685	333

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.—Apr.....	1,544	14,129	33,733	7,654	5,180	62,240	28,967
1953—Jan.—Apr.....	1,446	7,007	20,403	6,768	3,431	39,055	15,690

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total.....	4,001	5,317	.....	.....	.....	25,890	.....	.....	.....	5,402	114,786
1952—Total.....	7,054	6,900	.....	.....	.....	16,971	.....	.....	.....	1,526	85,029
1952—Jan.—Apr.....	2,025	2,288	.....	.....	.....	6,961	.....	.....	.....	601	35,392
1953—Jan.—Apr.....	2,507	1,613	444	897	2,968	4,614	179	6,257	1,237	311	21,027

Due to changes in occupational classifications, comparisons with earlier periods can not be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage, Trade	Finance Services, (including Government)	Supplementary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
*1949—Average.....	49	214	47	169	147	21	647
1950—December.....	63	250	52	192	162	26	745
1951—January.....	62	248	47	188	163	26	734
February.....	63	250	46	189	161	24	733
March.....	59	256	46	193	174	25	753
April.....	59	261	53	198	170	27	768
May.....	66	265	60	203	176	27	797
June.....	71	271	65	210	178	27	822
July.....	70	272	68	211	178	30	829
August.....	72	275	72	213	179	28	839
September.....	75	280	74	216	182	28	855
October.....	80	279	73	217	187	29	865
November.....	82	279	71	221	190	29	872
December.....	80	285	64	221	187	28	865
1952—January.....	78	278	59	213	189	29	846
February.....	80	283	59	214	194	28	858
March.....	74	288	62	215	194	29	862
April.....	63	289	67	219	195	29	862
May.....	69	290	73	225	199	29	885
June.....	70	290	79	229	202	30	900
July.....	71	293	88	231	203	30	916
August.....	77	303	87	232	199	30	928
September.....	79	310	89	234	199	31	942
October.....	82	311	86	236	204	32	951
November.....	82	316	83	240	208	31	960
December.....	77	323	77	242	207	32	958
1953—January.....	70	315	66	246†	203	31	931
February.....	68	320	65	233	209	31	926
March.....	60	323	66	234	214	31	928

* Includes Newfoundland, since 1949.

† Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,373,323.

Year and Month		Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average		158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average		165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average		165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average		168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average		180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average		184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952		181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952		177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952		178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952		177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952		177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952		182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952		185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952		188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952		190.6	200.2	163.8	183.5	179.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952		192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952		192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952		192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953		187.0	184.4	154.5	178.9	175.6	198.2	177.9	158.5	226.6	190.7
Feb. 1, 1953		182.5	176.5	151.1	167.3	171.3	195.7	173.3	148.4	219.3	181.1
Mar. 1, 1953		182.0	167.6	146.7	164.3	170.6	195.4	170.9	147.6	221.3	183.1
Apr. 1, 1953		181.8	168.0	145.9	160.8	168.9	195.9	171.2	147.4	220.1	186.4
Percentage Distribution of Employees of Reporting Establishments at April 1, 1953		100.0	0.2	3.5	2.4	28.9	43.9	5.1	2.2	4.9	8.9

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Wages and Salaries		Employment	Aggregate Payrolls	Average Wages and Salaries	
1939—Average	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average	180.2	351.3	211.6	49.61	190.0	427.6	224.9	51.25
1952—Average	184.7	426.1	230.9	54.13	192.4	474.0	246.2	56.11
Jan. 1, 1952	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952	177.9	411.5	231.7	54.32	188.3	467.2	245.1	56.55
May 1, 1952	177.4	410.6	231.8	54.34	188.7	468.4	245.1	56.55
June 1, 1952	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952	185.5	426.3	230.2	53.96	191.4	470.1	245.5	55.95
Aug. 1, 1952	188.8	433.3	229.9	53.89	194.1	474.0	244.4	55.71
Sept. 1, 1952	190.6	442.7	232.7	54.55	198.5	490.9	247.3	56.36
Oct. 1, 1952	192.6	452.2	235.2	55.12	200.8	503.0	250.5	57.09
Nov. 1, 1952	192.3	455.8	237.4	55.65	199.8	505.7	253.0	57.66
Dec. 1, 1952	192.2	459.5	239.4	56.12	199.6	512.2	256.5	58.46
Jan. 1, 1953	187.0	428.7	229.6	53.81	196.3	473.2	241.0	54.93
Feb. 1, 1953	182.5	441.1	242.0	56.72	197.6	510.3	258.1	58.83
Mar. 1, 1953	182.0	445.0	244.9	57.40	199.5	518.7	260.0	59.25
Apr. 1, 1953	181.8	443.8	244.5	57.31	200.8	523.9	260.9	59.45

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS
AND AVERAGE WEEKLY WAGES AND SALARIES**

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			Apr. 1 1953	Mar. 1 1953	Apr. 1 1952
	Apr. 1 1953	Mar. 1 1953	Apr. 1 1952	Apr. 1 1953	Mar. 1 1953	Apr. 1 1952			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	168.0	167.6	213.4	386.5	381.6	376.4	45.80	45.32	35.09
Nova Scotia.....	145.9	146.7	148.9	333.4	335.9	331.8	48.95	49.05	47.74
New Brunswick.....	160.8	164.3	192.4	393.3	406.0	442.5	49.74	50.25	46.67
Quebec.....	168.9	170.6	166.4	435.2	440.6	406.5	54.84	54.98	52.01
Ontario.....	195.0	195.4	187.6	475.3	475.0	432.3	59.47	59.56	56.49
Manitoba.....	171.2	170.9	168.8	363.5	362.7	337.1	54.60	54.58	51.37
Saskatchewan.....	147.4	147.6	142.0	326.9	326.4	294.1	53.70	53.58	50.21
Alberta.....	220.1	221.3	201.6	499.6	502.4	429.9	57.73	57.76	54.25
British Columbia.....	186.4	183.1	188.6	447.5	440.9	432.6	62.42	62.59	59.63
CANADA.....	181.8	182.0	177.9	443.8	445.0	411.5	57.31	57.40	54.32
(b) METROPOLITAN AREAS									
Sydney.....	110.6	110.7	110.3	278.6	298.1	294.0	56.31	60.23	59.59
Halifax.....	218.0	215.6	221.3	445.2	425.6	436.1	47.84	46.23	46.15
Saint John.....	184.9	184.1	201.0	382.5	388.3	428.0	44.31	45.18	45.63
Quebec.....	161.8	159.3	149.8	406.5	396.0	346.7	46.82	46.30	43.14
Sherbrooke.....	169.6	171.2	168.3	418.4	419.2	391.6	47.95	47.58	45.15
Three Rivers.....	157.9	156.3	163.3	423.3	413.5	412.8	53.65	52.92	50.56
Drummondville.....	172.4	172.9	185.8	477.1	466.0	463.3	52.97	51.60	47.75
Montreal.....	186.9	185.1	176.0	454.1	448.4	400.5	55.52	55.36	52.00
Ottawa—Hull.....	188.1	187.0	185.3	416.4	415.2	390.0	51.19	51.33	48.74
Peterborough.....	191.0	190.1	197.8	548.0	547.2	544.6	60.62	60.79	58.15
Oshawa.....	307.3	304.9	286.1	896.8	894.1	848.0	68.11	69.22	62.28
Niagara Falls.....	307.3	304.7	268.9	896.3	889.8	716.1	70.46	70.53	64.19
St. Catharines.....	243.5	242.2	236.7	690.8	660.0	622.2	66.59	66.85	64.51
Toronto.....	209.0	207.5	194.5	494.2	488.6	434.4	59.77	59.51	56.41
Hamilton.....	207.3	204.8	201.1	530.7	522.2	486.2	61.93	61.69	58.54
Brantford.....	193.3	201.4	211.4	527.8	553.9	590.1	56.72	57.13	57.97
Galt.....	164.4	163.7	150.5	433.6	431.3	371.6	54.20	54.13	50.67
Kitchener.....	183.7	182.8	168.9	476.6	473.1	409.3	55.02	54.87	51.48
Sudbury.....	182.9	182.5	176.8	427.9	426.8	393.1	70.24	70.21	66.78
London.....	202.8	200.5	185.8	465.4	459.9	404.7	54.30	54.28	51.57
Sarnia.....	314.8	319.5	294.0	812.7	789.6	693.4	71.45	68.43	65.36
Windsor.....	243.7	238.7	229.0	618.1	592.1	554.9	70.60	69.05	67.56
Sault Ste. Marie.....	256.3	244.8	228.5	629.2	632.0	541.6	65.10	68.48	63.01
Ft. William—Pt. Arthur.....	232.1	226.6	222.0	540.1	533.4	505.3	59.41	60.11	57.87
Winnipeg.....	174.1	173.2	168.8	367.6	365.1	338.6	51.54	51.46	48.88
Regina.....	174.9	173.5	159.0	383.5	376.5	334.6	49.86	49.33	47.67
Saskatoon.....	190.6	189.9	186.3	423.6	419.0	388.8	49.18	48.84	46.32
Edmonton.....	295.4	292.7	244.5	720.7	700.0	530.7	57.45	56.32	51.05
Calgary.....	228.6	226.4	213.5	486.7	484.0	436.3	54.90	55.13	52.77
Vancouver.....	200.5	200.2	200.0	466.1	464.5	445.0	58.32	58.21	55.79
Victoria.....	227.5	230.1	221.6	542.6	550.7	505.5	57.15	57.37	54.67
(c) INDUSTRIES									
Forestry (chiefly logging).....	123.6	168.7	200.3	426.5	601.6	693.5	59.75	61.72	59.96
Mining.....	120.4	121.7	122.3	280.4	285.9	279.2	67.19	67.80	65.88
Manufacturing.....	200.8	199.5	188.3	523.9	518.7	467.2	59.45	59.25	56.55
Durable Goods ¹	263.1	260.7	241.3	694.3	687.8	605.5	64.13	64.10	60.95
Non-Durable Goods.....	160.6	160.0	154.0	401.5	397.3	367.8	54.51	54.15	52.09
Construction.....	156.9	153.6	159.6	507.2	503.4	470.1	60.75	61.60	56.06
Transportation, storage, communi- cation.....	176.6	175.9	181.3	371.7	374.6	348.8	60.20	60.93	55.04
Public utility operation.....	192.3	192.0	186.9	424.7	427.5	393.0	65.05	65.58	62.02
Trade.....	180.0	178.3	171.3	395.9	391.9	359.1	48.03	47.99	45.82
Finance, insurance and real estate.....	182.5	182.5	178.2	326.4	315.8	302.7	52.07	50.37	49.40
Service ²	188.1	187.5	181.0	413.5	409.7	366.3	36.82	36.59	33.81
Industrial composite.....	181.8	182.0	177.9	443.8	445.0	411.5	57.31	57.40	54.32

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.82	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
*Jan. 1, 1952.....	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	44.27
Feb. 1, 1952.....	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952.....	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952.....	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952.....	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952.....	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952.....	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952.....	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952.....	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953.....	42.0	135.0	56.70	42.3	146.8	62.10	41.8	121.4	50.75

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Apr. 1, 1953	Mar. 1, 1953	Apr. 1, 1952	Apr. 1, 1953	Mar. 1, 1953	Apr. 1, 1952
Newfoundland.....	41.4	41.0	42.2	131.4	132.9	126.6
Nova Scotia.....	41.7	41.3	43.6	121.1	119.9	115.8
New Brunswick.....	42.1	42.7	43.8	120.1	118.6	112.4
Quebec.....	43.6	43.6	43.7	120.8	120.1	114.6
Ontario.....	41.7	41.7	41.4	143.0	142.5	137.2
Manitoba.....	41.0	41.0	41.4	130.0	129.2	122.0
Saskatchewan.....	41.3	40.8	41.8	135.0	132.4	129.4
Alberta.....	40.6	40.5	41.4	137.7	137.8	128.6
British Columbia.....	38.1	38.3	38.7	164.0	163.6	158.6
Montreal.....	42.6	42.6	42.8	127.5	126.9	119.7
Toronto.....	41.1	41.2	40.8	142.8	142.3	135.5
Hamilton.....	40.8	40.5	40.0	156.1	155.0	148.1
Windsor.....	43.7	42.5	43.0	165.1	164.0	162.7
Winnipeg.....	40.7	40.8	41.0	128.7	127.9	120.8
Vancouver.....	37.7	37.5	38.2	160.6	160.3	155.2

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1 1953	Mar. 1 1953	Apr. 1 1952	Apr. 1 1953	Mar. 1 1953	Apr. 1 1952	Apr. 1 1953	Mar. 1 1953	Apr. 1 1952
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	41.8	42.1	43.1	152.6	152.9	146.9	63.79	64.37	63.31
Metal mining.....	44.7	44.5	45.1	154.2	154.3	146.2	68.93	68.66	65.94
Gold.....	46.5	46.4	46.6	131.7	132.4	129.5	61.24	61.43	60.35
Other metal.....	43.7	43.2	44.0	168.9	168.9	158.3	73.81	72.96	69.65
Fuels.....	35.8	37.6	39.8	152.1	152.8	153.4	54.45	57.45	61.05
Coal.....	33.7	35.7	38.3	147.3	149.2	150.2	49.64	53.26	57.53
Oil and natural gas.....	43.9	45.7	46.3	166.4	164.6	164.7	73.05	75.22	76.26
Non-metal.....	42.1	42.5	42.4	145.5	146.2	136.6	61.26	62.14	57.92
Manufacturing	42.0	42.1	42.1	135.0	134.4	129.0	56.70	56.58	54.31
Food and beverages.....	41.8	41.1	42.3	116.2	115.5	111.0	48.57	47.47	46.95
Meat products.....	41.3	40.1	42.6	143.8	143.5	139.5	59.39	57.54	59.43
Canned and preserved fruits and vegetables.....	40.4	40.4	38.7	104.2	101.7	96.9	42.10	41.09	37.50
Grain mill products.....	42.6	42.6	43.3	126.2	124.5	119.6	53.76	53.04	51.79
Bread and other bakery products.....	44.3	43.9	44.7	102.7	101.9	97.1	45.50	44.73	43.40
Distilled and malt liquors.....	41.1	40.4	41.4	140.8	140.4	135.8	57.87	56.72	56.22
Tobacco and tobacco products.....	40.1	40.8	40.7	123.7	117.5	120.5	49.60	47.94	49.04
Rubber products.....	41.9	42.0	41.7	143.5	142.7	135.5	60.13	59.93	56.50
Leather products.....	42.1	42.0	41.6	94.7	94.3	89.6	39.87	39.61	37.27
Boots and shoes (except rubber).....	42.4	42.0	42.0	91.2	90.7	86.4	38.67	38.09	36.29
Textile products (except clothing).....	42.6	42.8	40.6	107.6	106.9	102.5	45.84	45.75	41.62
Cotton yarn and broad woven goods.....	40.1	40.1	36.6	110.4	109.7	100.6	44.27	43.99	36.82
Woolen goods.....	44.2	44.6	43.5	102.1	101.7	100.6	45.13	45.36	43.76
Synthetic textiles and silk.....	45.6	46.0	44.3	108.8	108.0	106.2	49.61	49.68	47.05
Clothing (textile and fur).....	40.4	40.4	39.7	95.2	95.1	91.2	38.46	38.33	36.21
Men's clothing.....	40.6	40.2	40.3	93.8	92.9	89.1	38.08	37.35	35.91
Women's clothing.....	37.8	38.3	38.2	101.5	102.4	95.3	38.37	39.22	36.40
Knit goods.....	41.7	41.6	39.6	95.0	94.6	92.9	39.62	39.35	36.79
*Wood products.....	42.1	42.4	42.0	120.1	119.1	116.5	50.56	50.50	48.93
Saw and planing mills.....	41.1	41.4	41.2	129.0	127.9	126.7	53.02	52.95	52.20
Furniture.....	43.3	43.7	42.9	108.7	108.2	103.0	47.07	47.28	44.19
Other wood products.....	44.0	44.6	44.1	103.6	102.4	97.4	45.58	45.67	42.95
Paper products.....	43.6	43.7	45.4	149.7	148.9	141.6	65.27	65.07	64.29
Pulp and paper mills.....	44.1	44.2	46.8	160.3	159.4	150.3	70.69	70.45	70.34
Other paper products.....	42.3	42.3	41.2	118.5	118.3	111.3	50.13	50.04	45.86
Printing, publishing and allied industries.....	40.2	39.9	39.8	157.0	155.6	146.3	63.11	62.08	58.23
*Iron and steel products.....	41.9	42.1	42.5	151.7	151.4	144.3	63.56	63.74	61.33
Agricultural implements.....	39.0	39.9	40.6	159.0	160.0	160.5	62.01	63.84	65.16
Fabricated and structural steel.....	41.2	41.9	43.3	157.9	159.0	147.6	65.05	66.62	63.91
Hardware and tools.....	43.0	43.0	42.7	136.5	136.4	129.2	58.70	58.65	55.17
Heating and cooking appliances.....	41.9	42.4	41.5	132.4	130.6	125.2	55.48	55.37	51.96
Iron castings.....	43.4	43.0	43.3	149.3	148.9	141.6	64.80	64.03	61.31
Machinery manufacturing.....	43.4	43.3	43.9	144.2	143.1	135.7	62.58	61.96	59.57
Primary iron and steel.....	40.7	41.1	41.6	168.7	169.5	156.7	68.66	69.66	65.19
Sheet metal products.....	41.0	41.5	41.3	142.3	141.6	133.7	58.34	58.76	55.22
*Transportation equipment.....	42.8	42.8	42.6	157.1	156.9	146.9	67.24	67.15	62.58
Aircraft and parts.....	44.6	45.6	44.7	157.5	158.1	148.1	70.25	72.09	66.20
Motor vehicles.....	44.6	43.7	43.3	169.6	168.5	164.4	75.64	73.63	71.19
Motor vehicle parts and accessories.....	42.4	42.3	41.4	156.5	156.4	150.7	66.36	66.16	62.39
Railroad and rolling stock equipment.....	40.2	40.0	40.6	157.1	156.8	140.7	63.15	62.72	57.12
Shipbuilding and repairing.....	42.8	43.0	44.6	145.1	145.2	135.3	62.10	62.44	60.34
*Non-ferrous metal products.....	41.5	41.6	41.7	149.1	148.7	144.1	61.88	61.86	60.09
Aluminum products.....	42.3	42.7	43.7	138.5	138.5	131.1	58.59	59.14	57.29
Brass and copper products.....	42.3	42.3	42.6	140.9	140.6	133.9	59.60	59.47	57.04
Smelting and refining.....	41.0	41.3	41.1	161.8	161.5	157.6	66.34	66.70	64.77
*Electrical apparatus and supplies.....	41.7	41.8	41.0	142.7	142.0	138.8	59.51	59.36	56.91
Heavy electrical machinery and equipment.....	42.1	42.2	41.2	158.0	158.1	149.3	66.52	66.72	61.51
*Non-metallic mineral products.....	44.2	43.9	43.8	133.6	133.6	126.8	59.05	58.65	55.54
Clay products.....	44.9	44.1	44.0	124.6	124.1	119.8	55.95	54.73	52.71
Glass and glass products.....	45.9	45.4	44.6	128.9	129.4	122.5	59.17	58.75	54.64
Products of petroleum and coal.....	41.2	40.7	43.1	178.4	176.8	168.0	73.50	71.96	72.41
Chemical products.....	41.8	41.9	42.1	135.9	135.9	130.8	56.81	56.94	55.07
Medicinal and pharmaceutical preparations.....	41.0	41.3	41.7	112.0	111.8	104.8	45.92	46.17	43.70
Acids, alkalis and salts.....	41.6	41.4	42.0	155.4	154.5	151.5	64.65	63.96	63.65
Miscellaneous manufacturing industries.....	41.8	41.9	41.8	109.6	109.3	103.9	45.81	45.80	43.43
*Durable goods.....	42.3	42.4	42.3	146.8	146.3	139.6	62.10	62.03	59.05
Non-durable goods.....	41.8	41.7	41.8	121.4	120.7	116.9	50.75	50.33	48.86
Construction.....	41.8	42.8	42.3	143.2	142.7	132.4	59.86	61.08	56.01
Buildings and structures.....	40.3	41.2	42.0	156.6	155.9	141.1	63.11	64.23	59.26
Highways, bridges and streets.....	44.1	45.2	42.1	108.4	107.6	106.1	47.80	48.64	44.67
Electric and motor transportation.....	45.1	45.1	45.8	132.8	133.0	125.1	59.89	60.38	57.30
Service.....	42.5	42.5	42.7	77.3	77.3	73.0	32.85	32.85	31.17
Hotels and restaurants.....	43.1	43.6	43.7	76.7	76.9	72.1	33.06	33.53	31.51
Laundries and dry cleaning plants.....	42.0	41.1	41.3	75.0	74.3	71.0	31.50	30.54	29.32

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	73.6	75.0	98.1
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.5	103.6	44.03	105.6	102.9	102.6
Monthly Average 1951.....	42.1	116.8	49.15	117.8	113.7	103.6
Monthly Average 1952.....	41.7	129.2	53.88	129.2	116.5	110.9
Week Preceding:						
April 1, 1952.....	42.1	129.0	54.31	130.2	116.8	111.5
May 1, 1952.....	41.7	129.4	53.96	129.4	115.9	111.6
June 1, 1952.....	41.3	129.7	53.57	128.4	116.0	110.7
July 1, 1952.....	41.3	128.6	53.11	127.3	116.1	109.6
August 1, 1952.....	41.1	128.9	52.98	127.0	116.0	109.5
September, 1, 1952.....	41.6	129.5	53.87	129.2	116.1	111.3
October 1, 1952.....	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952.....	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952.....	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953.....	42.2*	134.0	56.55	135.6	115.7	117.2
February 1, 1953.....	41.9	134.2	56.23	134.8	115.5	116.7
March 1, 1953.....	42.1	134.4	56.58	135.7	114.6	118.4
April 1, 1953 (1).....	42.0	135.0	56.70	135.9	114.4	118.8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100).

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38.3 hours, \$51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be regis-

tered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
June 1, 1947.....	62,770	39,870	102,640	94,170	32,311	126,481
June 1, 1948.....	40,618	24,226	64,844	88,074	37,132	125,206
June 1, 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
June 1, 1950.....	25,038	16,375	41,413	184,335	70,062	254,397
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
June 1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
July 1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
August 1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952.....	19,644	15,738	35,382	142,788	51,725	194,513
January 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953 (1).....	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953 (1).....	24,564	21,143	45,707	152,488	49,613	202,101

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 30, 1953

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				Mar.	31/53	May	1/52
Agriculture, Fishing, Trapping	1,849	378	2,227	+	699	—	1,311
Forestry	2,263	7	2,270	+	1,809	+	1,177
Mining, Quarrying and Oil Wells	834	44	878	—	240	—	391
Metal Mining.....	566	15	581	—	225	—	—
Fuels.....	137	11	148	—	5	—	—
Non-Metal Mining.....	55	4	59	+	9	—	—
Quarrying, Clay and Sand Pits.....	21	—	21	—	28	—	—
Prospecting.....	55	14	69	+	9	—	—
Manufacturing	6,170	3,676	9,846	—	121	+	560
Foods and Beverages.....	704	326	1,030	+	128	—	—
Tobacco and Tobacco Products.....	5	2	7	—	10	—	—
Rubber Products.....	51	34	85	+	6	—	—
Leather Products.....	143	216	359	—	74	—	—
Textile Products (except clothing).....	153	239	392	—	24	—	—
Clothing (textile and fur).....	395	1,717	2,112	—	20	—	—
Wood Products.....	586	83	669	+	178	—	—
Paper Products.....	227	69	296	—	48	—	—
Printing, Publishing and Allied Industries.....	312	145	457	+	75	—	—
Iron and Steel Products.....	831	147	978	—	32	—	—
Transportation Equipment.....	1,454	161	1,615	—	144	—	—
Non-Ferrous Metal Products.....	185	54	239	—	131	—	—
Electrical Apparatus and Supplies.....	358	127	485	—	79	—	—
Non-Metallic Mineral Products.....	135	22	157	+	10	—	—
Products of Petroleum and Coal.....	62	10	72	—	53	—	—
Chemical Products.....	356	162	518	+	19	—	—
Miscellaneous Manufacturing Industries.....	213	162	375	+	78	—	—
Construction	4,057	95	4,152	+	1,204	—	812
General Contractors.....	3,251	62	3,313	+	842	—	—
Special Trade Contractors.....	806	33	839	+	362	—	—
Transportation, Storage and Communication	1,792	329	2,121	+	586	—	—
Transportation.....	1,640	129	1,769	+	619	—	—
Storage.....	82	20	102	+	16	See Foot-	—
Communication.....	70	180	250	—	49	Note (2)	—
Public Utility Operation	258	46	304	—	129	—	—
Trade	3,419	3,491	6,910	+	1,495	+	1,805
Wholesale.....	1,073	712	1,785	+	336	—	—
Retail.....	2,346	2,779	5,125	+	1,159	—	—
Finance, Insurance and Real Estate	1,097	1,133	2,230	+	369	+	649
Service	3,549	9,885	13,434	+	3,052	+	258
Community or Public Service.....	355	1,284	1,639	+	259	—	—
Government Service.....	1,261	642	1,903	+	421	—	—
Recreation Service.....	229	172	401	+	185	—	—
Business Service.....	433	536	969	+	86	—	—
Personal Service.....	1,271	7,251	8,522	+	2,101	—	—
GRAND TOTAL	25,288	19,084	44,372	+	8,724	+	2,255

(1)—Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

(2)—Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT APRIL 30, 1953 ⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	1,897	669	2,566	3,569	853	4,422
Clerical workers.....	2,314	4,774	7,088	7,702	13,132	20,834
Sales workers.....	1,792	1,895	3,687	3,701	7,511	11,212
Personal and domestic service workers....	1,635	8,374	10,009	18,576	11,470	30,046
Seamen.....	18	3	21	2,217	21	2,238
Agriculture and fishing.....	2,482	25	2,507	2,204	379	2,583
Skilled and semiskilled workers.....	9,850	2,298	12,148	110,856	12,306	123,162
Food and kindred products (inc. tobacco).....	136	45	181	1,309	790	2,099
Textiles, clothing, etc.....	260	1,573	1,833	2,353	7,292	9,645
Lumber and wood products.....	2,083	4	2,087	25,443	114	25,557
Pulp, paper (inc. printing).....	65	16	81	749	413	1,162
Leather and leather products.....	93	145	238	743	526	1,269
Stone, clay and glass products.....	34	2	36	320	46	366
Metalworking.....	1,303	26	1,329	7,735	444	8,179
Electrical.....	267	41	308	1,234	317	1,551
Transportation equipment.....	60	.....	60	291	27	318
Mining.....	185	.....	185	2,087	.....	2,087
Construction.....	1,689	.....	1,689	29,885	3	29,888
Transportation (except seamen).....	1,060	16	1,076	19,218	65	19,283
Communications and public utility..	53	2	55	671	10	681
Trade and service.....	416	279	695	1,648	1,029	2,677
Other skilled and semiskilled.....	1,963	124	2,087	10,986	966	11,952
Foremen.....	78	7	85	3,195	203	3,398
Apprentices.....	105	18	123	2,989	61	3,050
Unskilled workers.....	4,994	1,104	6,098	93,165	11,725	104,890
Food and tobacco.....	121	187	308	2,772	3,534	6,306
Lumber and lumber products.....	278	5	283	7,334	146	7,480
Metalworking.....	125	15	140	3,266	361	3,627
Construction.....	1,576	1	1,577	22,173	20	22,193
Other unskilled workers.....	2,894	896	3,790	57,620	7,664	65,284
GRAND TOTAL.....	24,982	19,142	44,124	241,990	57,397	299,387

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, APRIL, 1953; LIVE APPLICATIONS AT MAY 28, 1953

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Placements			Unplaced End of Period	Source: U.I.C. 757 Live Appli- cations at May 28, 1953
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular		Casual	Transfers Out		
Newfoundland													
Corner Brook.....	175	319	266	7	14,369	2,987	497	168	14	184	12,934	6,222	
Grand Falls.....	22	52	19	7	2,087	616	41	23	3		2,045	1,069	
St. John's.....	5	144	103		1,171	362	155	44			1,158	733	
	148	123	144		11,131	2,009	301	101	11	184	9,731	4,921	
Prince Edward Island													
Charlottetown.....	205	803	307		3,122	735	837	414	101	135	1,763	966	
	122	477	224		1,928	336	437	170	128	74	965	678	
Summerside.....	83	326	83		1,194	399	400	244	63	61	798	288	
	1,939	3,813	1,831	13	21,173	7,589	4,537	2,554	746	250	15,107	10,494	
Nova Scotia													
Amherst.....	35	328	48		778	336	335	318	4	3	475	437	
Bridgewater.....	35	103	43	2	1,161	13	93	51	53	2	646	437	
Halifax.....	1,650	2,003	1,513	2	3,888	3,124	2,345	1,233	457	27	3,534	2,739	
Inverness.....	5	11			782	115	12	10		10	699	508	
Kentville.....	63	208	88		2,284	395	240	141	2	10	1,340	890	
Liverpool.....	7	37	15		484	110	47	35	3		431	198	
New Glasgow.....	46	311	52	4	2,586	787	406	231	61	16	1,996	1,431	
Springhill.....	7	90			1,122	228	99	94		3	531	441	
Sydney.....	53	494	44		4,372	1,525	571	151	194	4	3,151	2,185	
Truro.....	72	171	64	5	1,121	477	171	116	10	181	723	486	
Yarmouth—Shelburne	1	40	6		2,595	232	218	31	2		1,653	789	
	1,512	4,474	2,270	667	24,609	8,607	3,510	2,012	376	201	20,791	12,735	
New Brunswick													
Bathurst.....	19	42	31	2	3,948	662	298	18	9	122	3,324	1,336	
Campbellton.....	40	91	37	2	2,830	459	87	55	21	3	2,336	1,466	
Edmundston.....	29	345	43	1	2,255	433	311	254	23	2	1,779	814	
Fredericton.....	80	183	115		1,582	842	199	76	42	1	1,628	930	
Minto.....	27	51	21		727	335	77	52	5	2	504	430	
Moncton.....	745	2,207	1,295	459	5,347	1,881	1,159	605	199	2	3,699	2,423	
Newcastle.....	5	154	17		2,420	292	292	121	3	61	2,419	1,006	
Saint John.....	514	1,232	657	201	2,342	2,087	898	695	67	6	3,071	2,833	
St. Stephen.....	34	112	38		1,647	355	127	98	1		1,340	485	
Sussex.....	5	35	12		372	69	32	24	4		246	160	
Woodstock.....	14	21			1,139	334	30	14	2		1,045		
					157,849	51,461	31,929	19,980	2,977	531	117,117	75,197	
Quebec	10,112	33,237	13,372	285	263	147	132	4	1		544	379	
Asbestos.....	27	163	44	2	758	192	117	74			624	416	
Beauharnois.....	22	105	27	9	1,470	176	66				1,221	737	
Buckingham.....	10	77	26	1	3,143	542	644	421	9		2,705	1,356	
Causapscal.....	3	645	227										

Chandler.....	6	164	437	9	276	2	1	2,006	195	17	4	1,777	604
Chicotimi.....	4	164	38	38	276	5	32	2,064	841	396	221	1,577	971
Dolbeau.....	63	359	359	35	55	5	.....	2,276	499	49	25	1,970	1,024
Drummondville.....	6	359	359	35	55	5	.....	2,276	719	370	243	1,136	1,136
Farnham.....	19	32	32	32	10	10	.....	1,824	74	41	33	1,684	454
Gaspe.....	19	302	302	29	29	29	.....	1,735	248	56	17	1,322	674
Granby.....	40	302	302	139	139	139	.....	1,498	432	293	165	1,840	698
Hull.....	61	227	227	80	80	80	.....	3,008	989	238	21	1,987	1,275
La Motte.....	148	375	375	152	152	152	.....	2,334	454	429	11	1,827	1,118
Jonquiere.....	69	233	233	80	80	80	.....	2,434	664	336	40	1,937	1,320
Laclute.....	10	62	62	16	16	16	.....	2,672	201	62	48	387	268
Laclute.....	9	200	200	45	45	45	.....	3,436	487	160	29	2,370	971
La Malbaie.....	38	154	154	48	48	48	.....	898	223	145	105	573	356
La Tuque.....	283	263	263	277	277	277	.....	3,364	725	228	149	2,355	1,609
Levis.....	1	12	12	5	5	5	.....	444	169	9	6	278	316
Louiseville.....	3	242	242	4	4	4	.....	1,483	211	252	239	2	1,020
Maniwaki.....	2	634	634	55	55	55	.....	3,315	551	885	361	11	383
Matane.....	12	156	156	14	14	14	.....	1,345	243	163	135	3	840
Megantic.....	19	62	62	19	19	19	.....	1,332	138	49	995	3	461
Mont-Laurier.....	22	317	317	18	18	18	.....	1,908	626	371	292	1	625
Montmagny.....	6,613	17,557	17,557	6,893	6,893	6,893	.....	38,952	358	16,707	10,589	30,014	21,700
Montreal.....	8	379	379	356	356	356	.....	1,664	303	60	23	604	80
Neuf-Richmond.....	8	288	288	7	7	7	.....	1,671	327	293	270	1,401	625
Quebec.....	859	1,519	1,519	964	964	964	.....	14,986	4,359	2,347	929	10,584	6,744
Rimouski.....	97	1,240	1,240	3	3	3	.....	6,378	891	389	251	5,427	3,180
Riviere du Loup.....	58	214	214	16	16	16	.....	5,366	253	210	238	3,896	2,049
Roberval.....	14	82	82	16	16	16	.....	1,200	417	23	15	1,137	544
Rouyn.....	67	240	240	107	107	107	.....	2,618	1,476	211	125	2,943	2,141
Ste. Agathe.....	13	221	221	37	37	37	.....	1,276	276	228	187	936	361
Ste. Anne de Bellevue.....	25	147	147	37	37	37	.....	850	208	129	102	612	295
Ste. Therese.....	70	315	315	75	75	75	.....	1,181	484	338	242	676	400
St. Georges Est.....	97	538	538	149	149	149	.....	3,182	722	588	426	2,069	1,268
St. Hyacinthe.....	145	1,076	1,076	761	761	761	.....	2,011	496	519	422	1,263	945
St. Jean.....	124	357	357	159	159	159	.....	1,194	558	376	182	1,173	905
St. Jerome.....	20	172	172	52	52	52	.....	1,397	181	98	13	1,795	547
St. Joseph d'Alma.....	20	97	97	19	19	19	.....	3,168	412	99	84	1,836	1,227
Sept Iles.....	54	432	432	41	41	41	.....	1,111	651	330	324	1,117	1,164
Shawinigan Falls.....	49	405	405	34	34	34	.....	4,821	970	28	28	3,071	2,054
Sherbrooke.....	182	1,077	1,077	181	181	181	.....	3,936	1,776	1,099	675	2,820	2,189
Sorel.....	63	295	295	83	83	83	.....	1,749	532	232	164	1,115	947
Three Rivers.....	85	187	187	69	69	69	.....	1,480	387	189	140	1,162	861
Val d'Or.....	139	450	450	176	176	176	.....	6,978	662	315	57	4,130	2,745
Valleyfield.....	67	148	148	64	64	64	.....	2,002	857	116	75	1,546	965
Victoriaville.....	102	403	403	137	137	137	.....	1,613	697	235	102	1,297	1,297
Ontario.....	12,372	44,938	44,938	15,705	15,705	15,705	.....	1,428	588	363	270	916	758
Amnrior.....	12	272	272	21	21	21	.....	95,640	60,937	44,909	25,406	70,330	49,937
Barrie.....	148	460	460	198	198	198	.....	317	145	261	233	118	85
Belleville.....	70	259	259	50	50	50	.....	1,035	419	487	277	611	457
Bracebridge.....	46	344	344	214	214	214	.....	1,276	369	317	160	725	500
Brampton.....	93	228	228	124	124	124	.....	1,065	256	246	171	259	275
Brantford.....	71	504	504	84	84	84	.....	288	227	200	133	168	134
Brookville.....	32	181	181	21	21	21	.....	2,563	605	377	35	2,066	1,714
Carleton Place.....	1	44	44	7	7	7	.....	2,65	264	170	37	131	89
Chatham.....	139	355	355	158	158	158	.....	293	101	44	178	173	133
Cobourg.....	18	240	240	30	30	30	.....	1,283	552	414	37	886	548
								1,463	172	297	209	282	183

TABLE D-4.-ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, APRIL, 1953; LIVE APPLICATIONS AT MAY 28, 1953

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Source: U.I.C. 757 2 Live Applica- tions at May 28, 1953		
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placements		Unplaced End of Period	
								Regular			Casual	Transfers Out
Ontario—Continued											
Collingwood.....	22	262	55	1	933	380	227	11	3	753	
Cornwall.....	84	615	3	3	2,113	735	727	67	31	1,036	
Fort Erie.....	16	85	26	18	419	63	49			323	
Fort Frances.....	30	196	71		589	222	172			365	
Fort William.....	147	643	121	90	2,300	1,002	615	42	73	1,322	
Galt.....	120	432	163	33	561	449	317	15	1	294	
Gananoque.....	13	102	10		197	112	151	28	2	126	
Goderich.....	44	138	47	1	319	115	116	78		186	
Guelph.....	175	318	154	7	660	412	334	33		150	
Hamilton.....	405	2,501	521	2	6,879	4,021	2,749	655	4	358	
Hawkesbury.....	32	94	78		1,078	188	86			4,285	
Ingersoll.....	44	115	49	1	472	329	97	67	2	724	
Kapuskasing.....	149	118	10		799	885	204	12	1	343	
Kenora.....	10	139	41		664	211	116	6	1	1,139	
Kingston.....	199	825	268		1,090	1,107	941	555	49	383	
Kirkland Lake.....	42	161	91		1,147	498	244	53	6	931	
Kitchener—Waterloo.....	262	662	303	1	902	788	681	39	88	715	
Leamington.....	40	138	48		412	446	154	61	13	506	
Lindsay.....	89	133	94		422	162	177	85		502	
Listowel.....	47	76	52		334	109	86	12		175	
London.....	704	2,012	813	12	2,558	3,035	2,234	453	1	132	
Midland.....	60	178	59		791	223	218	24		1,263	
Napanee.....		44	6		611	95	42	2		387	
New Toronto.....	400	1,096	412	95	1,271	1,601	927	20	14	323	
Niagara Falls.....	124	747	141	36	884	1,016	784	79	4	541	
North Bay.....	91	544	87		1,684	828	524	284		441	
Orrilla.....	23	276	27		688	343	338	171		457	
Oshawa.....		1,205	328	3	1,885	1,926	1,254	44	3	352	
Ottawa.....	1,020	2,302	1,354	6	3,665	2,374	1,996	131	1	241	
Owen Sound.....		292	162		1,111	462	478	37	4	1,597	
Parry Sound.....	4	49	16		411	66	29			2,371	
Pembroke.....	63	584	94	1	1,315	1,006	621	25	2	561	
Perth.....	25	99	35		511	99	103	127	6	81	
Peterborough.....	69	261	91	1	1,978	855	355	3	10	822	
Pictou.....	20	109	46		75	119	65	11	2	328	
Port Arthur.....	20	109	46		75	119	65	11	2	328	
Port Colborne.....	98	912	119	38	4,154	1,459	935	90	114	1,049	
Prescott.....	13	57	22		619	277	52	19		193	
Renfrew.....	143	409	139	217	356	383	202	166	5	272	
St. Catharines.....	26	170	24		302	175	167	17		181	
St. Thomas.....	141	757	160	3	1,782	314	866	76	15	105	
St. Thomas.....	70	260	102		635	175	378	36	2	929	

Sarnia.....	53	275	68	1,512	621	445	190	78	1,030	860
Sault Ste. Marie.....	138	715	425	1,388	706	599	302	57	902	613
Simcoe.....	58	198	56	312	598	301	12	27	799	481
Sioux Lookout.....	26	36	10	312	94	26	12	20	280	113
Smiths Falls.....	19	94	21	414	80	87	50	16	162	181
Stratford.....	98	183	86	641	258	264	112	34	368	333
Sudbury.....	7	121	32	1,276	324	106	69	20	858	605
Surgeon Falls.....	143	763	228	1,363	1,363	708	464	66	1,414	1,414
Timmins.....	383	355	93	1,991	1,017	523	213	73	1,843	1,843
Toronto.....	4,756	14,427	6,212	20,005	16,566	13,445	6,943	1,706	14,344	11,981
Trenton.....	6	175	36	753	438	223	147	1	529	318
Walkerton.....	47	135	43	449	177	211	110	2	261	160
Wallaceburg.....	12	210	13	558	327	239	104	93	484	329
Welland.....	28	414	45	1,375	964	598	318	60	755	882
Weston.....	333	731	443	615	550	482	37	327	327	319
Windsor.....	384	1,910	335	3,841	2,783	2,475	1,219	13	3,042	2,219
Woodstock.....	103	293	129	365	330	267	203	18	256	183
Manitoba.....	2,739	8,134	3,630	21,565	11,787	7,361	3,234	205	15,866	9,199
Brandon.....	276	805	423	1,740	764	619	420	65	1,175	389
Dauphin.....	68	244	85	888	465	218	177	1	631	307
Flin Flon.....	56	202	60	154	201	98	49	26	113	156
Portage la Prairie.....	59	238	80	941	390	192	137	14	743	344
The Pas.....	35	101	96	80	63	22	13	1	75	49
Winnipeg.....	2,245	6,544	2,886	17,702	9,904	6,212	2,458	1,830	13,086	7,997
Saskatchewan.....	2,400	5,905	3,072	12,122	5,980	5,448	3,166	106	7,206	2,799
Estevan.....	57	206	88	220	169	271	156	7	179	72
Moose Jaw.....	294	629	364	1,168	764	541	358	41	569	310
North Battleford.....	128	242	164	932	179	173	158	3	652	276
Prince Albert.....	100	325	97	1,508	587	322	247	33	1,301	538
Regina.....	651	2,125	836	2,332	1,930	1,918	1,075	59	378	373
Saskatoon.....	815	1,589	1,036	3,738	1,601	1,626	1,773	26	2,491	746
Swift Current.....	97	225	152	321	221	161	127	15	177	122
Teachers' Office (Prov. of Saskatchewan).....	38	39	37	41	35	34	22	7	44	48
Weyburn.....	84	165	105	280	101	96	74	7	101	299
Yorkton.....	136	360	193	1,362	393	306	176	8	694	299
Alberta.....	4,057	9,374	4,865	18,237	12,822	9,316	4,988	270	12,862	7,998
Blairmore.....	48	15	55	373	108	8	8	55	302	359
Calgary.....	1,051	3,570	1,234	5,023	5,251	3,810	1,977	608	3,432	2,763
Drumheller.....	14	193	31	43	211	135	132	135	671	519
Edmonton.....	2,233	3,761	2,637	8,443	5,048	3,783	1,760	191	6,093	2,934
Edson.....	146	244	119	245	413	195	169	226	226	201
Medicine Hat.....	367	1,033	466	2,077	1,068	907	708	18	1,258	771
Verdigris.....	87	317	116	721	358	365	176	7	383	237
Red Deer.....	45	181	119	525	339	113	58	2	390	192
Yellowknife.....	66	60	68	41	26	26	58	6	50	29

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, APRIL, 1953; LIVE APPLICATIONS AT MAY 23, 1953

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Source: U.I.C. 757 2 Live Applica- tions at May 28, 1953		
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placements			
								Regular		Casual	Transfers Out	Unplaced End of Period
British Columbia	2,684	10,305	2,815	583	49,046	23,518	11,583	6,291	1,475	241	36,913
Chilliwack.....	37	331	103	.....	1,612	558	385	218	16	17	1,152
Courtenay.....	21	261	32	13	1,162	388	236	63	1	.....	809
Cranbrook.....	26	68	17	.....	796	244	106	24	.....	1	564
Dawson Creek.....	18	192	19	.....	244	332	183	124	.....	.....	318
Duncan.....	38	208	78	.....	486	425	269	177	20	.....	282
Kamloops.....	23	297	38	2	790	537	257	177	.....	1	486
Kelowna.....	35	193	19	.....	1,114	470	72	24	23	2	537
Mission City.....	37	261	38	.....	1,239	670	190	153	.....	14	798
Nanaimo.....	38	138	45	1	1,270	288	282	245	26	2	851
Nelson.....	32	138	16	.....	1,538	288	140	104	16	.....	517
New Westminster.....	85	1,117	113	4	5,846	2,618	1,347	596	467	70	1,175
Penticton.....	10	162	33	.....	1,199	288	155	121	15	.....	424
Port Alberni.....	10	154	17	.....	1,371	254	158	132	7	.....	329
Prince George.....	78	384	56	.....	1,211	519	493	375	9	20	315
Prince Rupert.....	57	538	74	17	1,166	519	313	313	107	.....	1,413
Princeton.....	2	48	4	.....	276	31	52	41	3	.....	508
Trail.....	29	232	37	.....	865	443	228	150	5	.....	161
Vancouver.....	1,320	4,023	1,481	271	23,228	11,135	4,972	2,006	466	105	573
Vernon.....	328	297	46	4	1,415	413	233	194	.....	.....	12,715
Victoria.....	323	575	306	2	2,829	1,758	1,050	472	253	3	734
Whitehorse.....	363	416	243	259	389	368	1,296	263	.....	.....	2,237
Canada	28,495	120,402	48,133	2,828	420,672	186,423	119,927	67,933	15,043	3,286	310,889
Males.....	21,613	80,057	28,132	2,752	351,074	131,952	79,366	49,887	6,983	3,150	251,488
Females.....	16,682	40,345	20,001	76	69,598	54,471	40,561	18,046	8,060	136	59,801
											*292,401 *152,488 *49,616

1 Includes current and deferred vacancies.

2 Latest figures subject to revision.

* Oakville is not shown in the list of Local Offices but the figure for "Live Applications" is included in the totals

**TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES**

Source: Form U.I.C. 751)
1943—1953)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (4 months)	646,395	224,621	871,016	174,874	96,279	271,153

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of April, 1953		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	7,966	1,923	188,472	639,154
Prince Edward Island.....	1,362	237	38,805	113,576
Nova Scotia.....	11,436	4,456	270,686	842,735
New Brunswick.....	10,148	4,477	283,036	894,426
Quebec.....	73,897	34,859	2,029,927	6,353,659
Ontario.....	47,648	19,905	1,236,062	3,813,621
Manitoba.....	8,433	2,877	251,605	757,829
Saskatchewan.....	3,565	1,082	121,517	376,231
Alberta.....	9,154	4,325	237,419	777,971
British Columbia.....	22,706	9,518	568,267	1,820,092
Total, Canada, April, 1953.....	196,315	83,659	5,225,796	16,389,294
Total, Canada, March, 1953.....	211,442	114,683	6,613,705	20,796,825
Total, Canada, April, 1952.....	196,973	79,424	4,911,979	13,253,537

*Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF APRIL 30, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	9,859	1,279	357	1,045	1,613	1,940	3,625
Male.....	9,621	1,247	344	1,024	1,567	1,894	3,545
Female.....	238	32	13	21	46	46	80
Prince Edward Island.....	1,068	86	37	95	195	165	490
Male.....	886	66	26	82	170	122	420
Female.....	182	20	11	13	25	43	70
Nova Scotia.....	12,521	2,080	1,008	1,766	2,490	1,800	3,377
Male.....	11,192	1,938	928	1,592	2,252	1,579	2,903
Female.....	1,329	142	80	174	238	221	474
New Brunswick.....	14,989	2,463	1,483	2,255	3,066	2,073	3,649
Male.....	13,372	2,177	1,348	2,063	2,787	1,868	3,129
Female.....	1,617	286	135	192	279	205	520
Quebec.....	96,719	16,543	8,031	14,279	22,614	14,566	20,686
Male.....	81,308	12,506	6,449	12,507	20,410	12,882	16,554
Female.....	15,411	4,037	1,582	1,772	2,204	1,684	4,132
Ontario.....	53,703	11,446	4,125	6,525	10,488	6,611	14,508
Male.....	39,972	7,740	2,920	4,942	8,218	4,984	11,168
Female.....	13,731	3,706	1,205	1,583	2,270	1,627	3,340
Manitoba.....	9,868	1,778	580	940	1,494	1,360	3,716
Male.....	6,676	1,009	357	628	1,032	862	2,788
Female.....	3,192	769	223	312	462	498	928
Saskatchewan.....	3,613	318	208	357	563	568	1,599
Male.....	2,901	218	160	300	440	449	1,331
Female.....	712	100	48	57	123	119	265
Alberta.....	12,081	1,942	960	2,014	2,954	1,536	2,675
Male.....	10,713	1,670	864	1,889	2,697	1,334	2,259
Female.....	1,368	272	96	125	257	202	416
British Columbia.....	25,477	4,953	2,270	3,042	4,128	3,040	8,044
Male.....	20,329	4,107	1,832	2,433	3,232	2,274	6,451
Female.....	5,148	846	438	609	896	766	1,593
TOTAL*.....	239,898	42,888	19,059	32,318	49,605	33,659	62,369
MALE.....	196,970	32,678	15,228	27,460	42,805	28,248	50,551
FEMALE.....	42,928	10,210	3,831	4,858	6,800	5,411	11,818

* Includes 4,115 supplementary benefit claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
APRIL, 1953**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Provinces	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,375	3,796	579	4,410	1,814	2,596	1,980
Prince Edward Island.....	433	360	73	561	208	353	68
Nova Scotia.....	6,286	4,212	2,074	7,244	4,958	2,286	1,603
New Brunswick.....	7,621	5,366	2,255	8,798	5,442	3,356	1,892
Quebec.....	45,346	32,869	12,477	58,337	37,762	20,575	11,226
Ontario.....	29,119	19,336	9,783	32,597	23,265	9,332	5,831
Manitoba.....	4,383	2,932	1,451	4,858	2,902	1,956	531
Saskatchewan.....	1,489	1,190	299	1,827	898	929	222
Alberta.....	5,290	3,915	1,375	6,512	4,373	2,139	1,194
British Columbia.....	12,829	7,957	4,872	13,735	8,805	4,930	3,143
Total, Canada, April, 1953.....	117,171 ¹	81,933	35,238	138,879 ²	90,427	48,452	27,690
Total, Canada, March, 1953.....	179,714	134,334	45,380	176,499	110,514	65,985	49,399
Total Canada, April, 1952.....	100,951	71,286	29,665	116,607	86,716	29,891	25,361

¹In addition, revised claims received numbered 19,339. ²In addition, 19,611 revised claims were disposed of. Of these, 1,522 were special requests not granted, and 1,024 were appeals by claimants. There were 2,498 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of April, 1953	Month of March, 1953	Month of April, 1952
Claims Disallowed			
Regular.....	36,305	51,773	20,452
Supplementary*.....	5,550	10,654	
Claimants Disqualified†			
Not unemployed.....			2,771
Disqualification—total.....	5,670	6,734	
6 days or less.....	3,522	4,345	
7 days or more.....	2,148	2,389	
Not capable of and not available for work.....	1,833	2,224	1,481
Loss of work due to a labour dispute.....	47	149	902
Refused offer of work and neglected opportunity to work.....	1,252	1,455	1,195
Discharged for misconduct.....	785	1,007	695
Voluntarily left employment without just cause.....	5,673	7,108	5,185
Failure to fulfil additional conditions imposed upon certain married women.....	712	999	717
Other reasons‡.....	3,466	3,218	2,170
Total.....	61,293	85,321	35,568

*No comparable data for 1952.

†Claimants disqualified April, 1953, include 5,757 on revised and 1,534 on supplementary benefit claims.

‡ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants*
1952—March.....	3,096,000	2,779,600	316,400†
April.....	3,090,240	2,851,570	238,670
May.....	3,062,000	2,843,900	218,100
June.....	3,068,000	2,924,500	143,500
July.....	3,097,000	2,974,300	122,700
August.....	3,132,000	3,019,400	112,600
September.....	3,151,000	3,049,000	102,000
October.....	3,171,000	3,078,400	92,600
November.....	3,186,000	3,074,500	111,500
December.....	3,241,000	3,079,100	161,900
1953—January.....	3,286,000	3,007,400	278,600†
February.....	3,283,000	2,928,300	354,700†
March.....	3,280,000	2,916,800	363,200†

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.

† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO MAY 31, 1953

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS			
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		Balance in Fund
	Employer and Employee	Government				Ordinary	Supplementary	
TO 1948.....	\$ 441,772,355 96	\$ 87,948,417 09	\$ 15,449 49	\$ 35,485,221 38	\$ 565,221,444 52	\$ 117,486,505 31	\$	\$ 447,734,939 21
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	529,535,437 38
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	582,646,972 52
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	664,580,376 79
1952.....	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	778,199,351 43
1953.....	155,184,595 03	31,035,633 43	36,085 94	22,950,737 44	209,207,051 84	122,814,174 79	7,007,063 82	851,585,164 66
TO 1953.....	1,082,603,034 24	218,353,874 56	145,626 43	119,617,885 13	1,420,720,420 36	549,775,347 93	19,359,907 77	851,585,164 66
April.....	*13,247,472 35	2,649,979 50	2,186 29	2,002,394 23	17,902,032 37	16,381,132 37	2,801,309 74	850,304,754 92
May.....	†13,369,793 82	2,676,051 96	625 00	2,065,404 36	18,111,965 14	12,188,755 09	196,987 95	856,030,977 02
Total.....	1,109,220,300 41	†223,679,906 02	148,437 72	123,685,773 72	1,456,734,417 87	578,345,235 39	22,358,205 46	856,030,977 02

* Stamps \$6,319,047.33 Meter \$1,755,623.78 Bulk \$5,172,801.24 Total \$13,247,472.35

† Stamps \$6,241,615.23 Meter \$1,573,224.32 Bulk \$5,554,954.27 Total \$13,369,793.82

‡ Government Refunds re Supplementary Benefit classes 3 and 4: July 3, 1950 to date \$1,827,834.25.

TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT, APRIL, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
Newfoundland.....	2,323	1,848	475	1,875	68,963	\$ 158,005
Prince Edward Island.....	276	241	35	348	17,631	34,704
Nova Scotia.....	1,661	1,379	282	1,732	86,875	180,579
New Brunswick.....	2,713	2,238	475	2,508	109,314	229,061
Quebec.....	13,731	10,409	3,322	11,990	491,739	1,025,530
Ontario.....	4,995	3,761	1,234	5,621	254,962	546,496
Manitoba.....	1,074	893	181	1,283	67,945	144,573
Saskatchewan.....	613	491	122	742	36,702	77,358
Alberta.....	1,178	802	376	1,070	43,052	98,472
British Columbia.....	2,254	1,755	499	2,452	136,893	306,777
Total.....	30,818*	23,817	7,001	29,621†	1,314,079	2,801,555

* There were in addition, 717 renewal claims.

† Includes 1,317 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

—	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914		79.7	92.2	72.1	75.1	88.3	89.6		
1929		121.7	134.7	119.7	112.6	134.8	105.0		
1933		94.4	84.9	98.6	102.5	93.3	95.2		
1939		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1950									
January	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August	86.1	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8
September	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October	83.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1
November	83.3	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7
December	82.7	184.2	226.1	149.9	152.7	205.4	195.3	148.8	208.4
1953									
January	82.9	184.4	226.2	150.2	153.9	205.3	196.0	148.9	208.6
February	83.4	184.9	227.4	150.5	154.3	205.2	191.1	149.0	209.2
March	82.7	184.2	225.7	150.7	154.4	205.5	195.3	147.9	208.0
April	82.4	183.9	223.5	150.9	155.5	205.5	196.8	148.7	207.0
May	82.1	183.6	222.8	151.0	153.2	206.3	196.2	149.0	206.5
June	83.3	184.8	225.7	152.5	152.6	206.4	196.2	149.0	207.9

*For the period 1914 to 1934 the former series on the bases 1926 = 100 was converted to the bases 1935-39 = 100.
† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO APRIL 1953**

(1949 = 100.0)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	98.9	100.8	102.2
April.....	101.2	99.3	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January.....	107.7	109.0	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	115.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.9
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	109.7	116.1	116.6
1953—January.....	115.7	113.5	122.3	109.7	116.5	116.7
February.....	115.5	112.7	122.5	109.6	116.6	116.7
March.....	114.8	111.6	122.5	109.7	116.7	115.2
April.....	114.6	110.9	122.7	109.7	116.9	115.0
May.....	114.4	110.1	122.9	110.1	116.6	115.1
June.....	114.9	111.4	123.6	110.1	116.6	115.1

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF MAY 1953

(Aug. 1939 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	May 1, 1952	April 1, 1953	May 1, 1953						
St. John's, Nfld. (1)	103.1	101.5	101.1	98.4	107.3	106.8	101.8	100.9	99.5
Halifax	177.4	173.3	172.6	212.6	128.4	155.3	221.8	188.6	139.9
St. John	184.2	180.5	180.2	217.1	129.7	150.6	228.7	189.2	162.0
Montreal	191.0	188.2	188.3	237.5	152.4	143.0	194.0	203.8	144.3
Toronto	182.9	181.0	180.9	211.8	160.1	179.0	207.1	188.8	147.8
Winnipeg	180.5	176.9	176.4	224.8	137.0	134.4	202.5	197.1	141.1
Saskatoon	181.0	182.5	182.2	232.9	135.2	162.2	217.9	202.5	133.9
Edmonton	177.8	176.4	176.6	230.0	128.5	121.3	213.3	190.7	143.8
Vancouver	190.6	187.2	187.5	232.6	138.4	177.7	217.1	195.0	154.1

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base:—June 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Dec. 1945	May 1950	May 1951	May 1952	April 1953	May 1953	Price May 1953
Beef, sirloin steak	lb.	120.7	154.8	289.7	358.5	332.6	292.8	290.6	80.4
Beef, round steak	lb.	125.7	167.9	321.7	398.7	372.8	323.8	320.4	75.2
Beef, blade	lb.	132.7	162.3	348.6	451.8	414.1	350.1	342.6	54.6
Beef, stewing, boneless	lb.	136.7	168.3	388.5	518.8	487.3	409.6	401.5	54.3
Lamb, leg roast	lb.	109.9	152.8	284.3	319.3	321.8	283.0	281.6	80.6
Pork, fresh loin, centre-cut	lb.	125.3	143.8	215.8	247.8	218.4	243.0	261.7	70.1
Pork, fresh shoulder, hock-off	lb.	127.0	143.4	239.4	302.7	256.4	262.2	266.5	50.1
Bacon, side, fancy, sliced, rind-off	$\frac{1}{2}$ lb.	132.3	142.5	219.0	216.0	182.7	193.6	198.5	36.4
Lard, pure, package	lb.	151.3	159.6	189.2	286.4	149.0	168.3	172.9	18.8
Shortening	lb.	134.7	137.5	217.4	274.9	216.9	200.7	202.1	28.8
Eggs, Grade "A", large, carton	doz.	156.4	181.3	181.8	219.2	160.3	210.8	211.2	66.0
Milk	qt.	111.0	95.4	166.1	178.0	191.7	191.7	191.7	21.1
Butter, creamery, prints	lb.	140.5	148.0	218.7	241.4	236.7	246.5	236.7	64.6
Cheese, plain, mild, $\frac{1}{2}$ lb.	pkg.	174.6	165.4	222.2	244.6	262.5	263.3	262.5	34.8
Bread, plain, white, wrapped, sliced	lb.	106.5	106.3	165.1	183.9	191.8	191.8	193.3	12.6
Flour, all-purpose	lb.	127.3	124.2	221.2	227.2	227.2	224.3	227.2	7.7
Corn Flakes, 8 oz.	pkg.	101.1	100.0	163.0	181.4	194.3	195.4	195.4	18.0
Tomatoes, canned, 2 $\frac{1}{2}$ lbs.	tin	120.9	137.7	174.5	220.4	294.8	264.1	249.3	26.3
Peas, 20 oz.	tin	117.5	121.7	145.7	155.5	168.8	174.4	175.2	21.8
Corn, Cream, choice, 20 oz.	tin	128.3	132.7	172.8	177.5	193.8	182.6	181.7	19.4
Onions, cooking	lb.	108.2	126.5	167.4	132.2	300.3	215.0	205.3	10.6
Potatoes, No. 1, table	10 lbs.	89.0	149.4	153.2	131.2	347.7	185.2	168.6	38.4
Fruit, pkg.	lb.	115.8	120.2	203.4	245.9	239.9	238.9	239.8	28.2
Raisins, seedless, bulk or in bag	lb.	104.0	108.6	131.2	159.9	173.9	166.5	166.5	24.8
Oranges, California	doz.	132.5	154.3	163.0	157.6	142.4	121.6	120.5	33.0
Jam, strawberry, 16 oz.	jar	111.3	115.1	147.9	166.0	166.0	153.5	152.9	25.7
Peaches, 15 oz.	tin	101.5	106.1	140.6	152.1	154.0	147.3	146.6	21.7
Sugar, granulated, bulk or in bag	lb.	132.3	132.3	164.8	191.7	190.2	171.0	169.4	10.6
Coffee, medium quality, in bag	lb.	141.6	131.7	268.6	310.0	313.8	309.4	311.2	106.5
Tea, black, $\frac{1}{2}$ lb.	pkg.	145.2	131.6	179.6	185.1	187.2	176.2	175.5	51.2

*Descriptions and Units of Sale Apply to May 1953 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind off, per ½ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed), per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hook-off, per lb.		
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....	103.8		a 68.8	a 52.0	63.0	79.7	72.4	e 34.7	59.0
P.E.I.—									
2—Charlottetown.....	83.8	73.8	a 59.5	a 53.6	51.0	70.8	56.5	33.2	45.4
Nova Scotia—									
3—Halifax.....	86.1	76.1	a 53.1	53.4	52.3	87.8	c 49.4	37.8	54.3
4—Sydney.....	83.2	74.6	a 57.3	57.9	54.3	68.6	54.0	36.4	49.6
New Brunswick—									
5—Moncton.....	83.1	75.5	54.0	50.2	46.2	71.8	52.1	38.0	50.0
6—Saint John.....	83.4	76.9	58.5	55.9	50.6	72.7	50.8	38.8	47.7
Quebec—									
7—Chicoutimi.....	95.8	92.8	63.0	51.6	51.0	61.2	53.7	38.7	48.2
8—Hull.....	73.2	72.5	a 51.3	50.3	44.6	69.6	47.9	33.7	49.8
9—Montreal.....	91.4	86.8	a 52.4	54.6	45.2	74.0	49.6	34.6	55.3
10—Quebec.....	92.6	89.1	a 47.7	48.2	49.5	58.2	46.3	31.8	51.5
11—Sherbrooke.....	84.3	81.1	a 55.5	56.3	42.7	67.9	50.2	33.4	45.0
12—Sorel.....	91.8	85.1	a 59.0	49.8	50.7	65.2	49.5	34.2	55.6
13—Three Rivers.....	93.6	83.2	47.5	46.6	43.0	63.8	47.0	34.5	57.1
Ontario—									
14—Brantford.....	73.6	69.8	56.3	52.3	44.6	74.3	44.3	37.1	47.8
15—Cornwall.....	72.3	72.4	a 49.1	53.6	40.4	72.1	48.6	35.9	51.6
16—Fort William.....	77.8	76.0	a 59.2	59.0	52.2	67.4	.....	36.2	60.2
17—Hamilton.....	78.7	74.4	a 53.9	54.9	45.5	73.7	d 44.7	37.6	50.9
18—Kirkland Lake.....	74.8	72.3	a 53.0	51.0	47.2	69.5	d 53.0	39.2	55.2
19—London.....	76.1	73.9	a 51.0	53.2	45.1	76.1	d 43.6	37.0	53.2
20—North Bay.....	69.3	69.3	a 50.6	48.4	45.7	70.7	d 40.3	36.3	51.3
21—Oshawa.....	71.7	73.0	a 50.2	48.7	45.8	72.5	d 41.6	35.8	47.0
22—Ottawa.....	77.9	72.6	a 51.8	53.8	39.9	73.6	d 48.6	35.5	51.0
23—Sault Ste. Marie.....	76.1	75.3	a 54.2	50.4	51.1	70.5	d 55.0	36.5	53.2
24—Sudbury.....	72.7	71.6	a 52.9	51.3	44.9	66.6	d 52.4	34.1	49.2
25—Toronto.....	81.5	77.5	a 56.1	54.0	44.2	71.8	d 40.4	36.8	47.5
26—Windsor.....	72.3	69.0	a 50.9	56.9	44.6	70.6	d 47.5	36.0	54.6
Manitoba—									
27—Winnipeg.....	77.9	71.7	53.6	53.1	48.2	71.1	d 54.5	38.8	50.0
Saskatchewan—									
28—Regina.....	77.1	71.2	a 55.3	56.5	44.8	66.0	d 51.9	39.5	52.5
29—Saskatoon.....	73.8	71.9	a 52.7	58.4	47.8	62.0	d 52.5	38.1	48.9
Alberta—									
30—Calgary.....	80.2	73.6	a 64.4	58.4	42.1	67.5	d 56.2	37.4	53.0
31—Edmonton.....	72.2	68.8	a 50.2	53.8	46.5	62.7	d 47.2	37.8	44.9
British Columbia—									
32—Prince Rupert.....	89.0	84.5	a 60.0	66.5	56.0	73.5	d 60.0	40.0	63.5
33—Trail.....	90.0	83.8	a 66.4	66.2	.....	71.1	d 64.7	41.8	62.3
34—Vancouver.....	89.8	80.1	a 61.7	59.8	54.1	78.2	d 60.5	39.1	53.7
35—Victoria.....	92.6	84.9	a 62.4	63.2	58.9	75.7	d 57.2	39.1	55.4

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Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs fresh, Grade "A", large carton per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. pint
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
St. John's.....		8-5	12-0	20-9	11-7	60-8	85-5	32-0	80-2
P.E.I.—									
2—Charlottetown.....		8-4	13-6	19-2	10-8	52-2	63-7	17-0	69-7
Nova Scotia—									
3—Halifax.....	73-2	8-2	12-8	18-3	9-6	49-1	69-7	20-5	68-7
4—Sydney.....	71-8	8-4	14-0	19-4	10-6	49-7	71-6	22-0	72-0
New Brunswick—									
5—Moncton.....		8-2	12-0	18-3	10-3	49-2	68-9	20-0	67-6
6—Saint John.....	73-8	8-2	12-7	18-7	9-9	49-9	70-8	21-0	69-1
Quebec—									
7—Chicoutimi.....	101-7	8-0	15-2	19-3	10-6	54-4	70-4	20-0	62-2
8—Hull.....		7-4	12-0	17-2	10-0	46-2	67-4	22-0	61-7
9—Montreal.....	78-6	7-5	12-0	17-3	9-5	48-4	69-4	20-0	61-8
10—Quebec.....	85-4	7-4	12-0	18-3	9-6	50-2	68-7	20-0	63-4
11—Sherbrooke.....	77-2	7-7	12-4	17-5	9-3	48-3	68-8	20-0	60-4
12—Sorel.....	86-0	7-4	12-0	17-7	9-7	46-5	64-9	19-0	61-2
13—Three Rivers.....		7-5	11-3	17-4	10-3	49-6	68-2	19-0	60-7
Ontario—									
14—Brantford.....	83-0	7-7	12-0	17-4	9-8	44-8	65-2	21-0	62-9
15—Cornwall.....	82-3	7-3	12-0	18-0	10-1	47-5	67-6	19-0	63-2
16—Fort William.....		7-2	13-3	18-8	11-3	53-1	64-4	23-0	63-6
17—Hamilton.....	86-5	7-9	12-0	17-5	10-1	45-7	67-9	22-0	64-0
18—Kirkland Lake.....	84-3	8-0	11-3	18-9	11-2	50-2	71-0	25-0	64-6
19—London.....	86-6	7-5	12-0	17-4	10-2	44-5	63-2	21-0	63-7
20—North Bay.....	77-7	7-8	12-7	19-5	11-3	50-0	69-4	22-0	65-0
21—Oshawa.....		7-6	12-0	17-1	9-7	46-0	65-6	21-0	62-0
22—Ottawa.....	76-4	7-6	12-0	17-5	10-2	48-6	68-0	21-8	63-4
23—Sault Ste. Marie.....	85-0	7-9	13-3	19-0	10-8	48-9	68-6	23-0	66-5
24—Sudbury.....		8-0	12-7	18-4	11-0	48-8	67-2	23-0	64-4
25—Toronto.....	85-3	7-6	12-0	17-3	9-8	44-8	65-4	22-0	63-2
26—Windsor.....	80-4	7-8	12-0	17-8	10-2	47-7	66-6	22-0	63-6
Manitoba—									
27—Winnipeg.....	80-7	7-1	14-0	17-8	12-2	66-6	62-1	20-0	62-8
Saskatchewan—									
28—Regina.....	76-4	7-2	13-6	18-8	13-0	64-9	56-4	19-0	61-0
29—Saskatoon.....		7-2	12-8	17-6	14-0	61-1	55-7	20-5	61-0
Alberta—									
30—Calgary.....	83-7	7-2	13-6	18-2	12-1	59-6	56-6	21-0	62-2
31—Edmonton.....	75-8	7-2	12-8	17-8	11-8	61-4	55-9	20-0	64-0
British Columbia—									
32—Prince Rupert.....	95-0	8-2	15-0	18-8	11-2	62-3	67-1	31-0	65-9
33—Trail.....	94-5	7-6	16-0	18-3	11-8	64-1	65-8	25-0	64-0
34—Vancouver.....	83-8	7-4	14-9	17-8	9-8	57-2	64-9	21-8	65-3
35—Victoria.....	91-3	7-6	16-0	17-9	10-1	57-7	69-3	24-0	65-4

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed per $\frac{1}{2}$ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per $\frac{1}{2}$ lb. flat	Orange juice, unweetened per 20 oz. tin	Peaches, choice, halves per 15 oz. tin	Canned Vegetables			
								Tomatoes, choice, $\frac{1}{2}$'s (28 oz.) per tin	Peas, choice, tin per 20 oz. tin	Corn, cream, choice per 20 oz. tin	Oranges, California, 288 s., per doz.
Newfoundland—	cts.	mts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	36-1	33-6	.....	33-6	.....	16-2	50-1	32-4	25-5	24-3	43-5
P.E.I.—											
2—Charlottetown.....	37-3	.....	20-5	20-9	28-2	18-4	20-8	29-0	22-4	22-0	37-8
Nova Scotia—											
3—Halifax.....	35-4	30-5	19-8	29-0	25-1	16-7	22-0	27-5	23-7	20-0	32-4
4—Sydney.....	36-9	37-1	19-7	28-7	26-3	18-0	23-4	29-0	22-8	21-5	33-0
New Brunswick—											
5—Moncton.....	35-1	39-1	21-4	20-4	25-9	16-4	22-2	27-8	22-9	19-8	34-5
6—Saint John.....	36-3	39-2	20-6	28-9	26-2	16-6	20-8	25-9	23-3	19-4	35-1
Quebec—											
7—Chicoutimi.....	36-9	.....	19-2	34-3	27-2	18-8	.....	27-0	22-8	20-7	35-4
8—Hull.....	33-1	.....	17-4	28-4	25-8	16-3	21-0	23-3	20-1	17-1	29-7
9—Montreal.....	34-3	.....	19-5	28-5	26-2	16-4	20-9	22-5	21-8	19-3	33-0
10—Quebec.....	34-8	.....	20-7	28-7	26-6	16-9	20-3	25-5	21-5	18-6	32-4
11—Sherbrooke.....	34-8	.....	19-9	30-1	24-4	17-1	21-3	23-4	21-8	20-5	31-8
12—Sorel.....	32-9	.....	19-8	29-2	26-1	16-3	22-6	25-0	18-8	18-2	35-4
13—Three Rivers.....	34-3	.....	18-8	28-5	25-4	17-6	.....	24-2	21-5	20-8	31-8
Ontario—											
14—Brantford.....	33-8	39-5	18-3	27-6	24-3	16-7	21-1	25-1	20-4	18-2	30-0
15—Cornwall.....	34-5	38-7	18-9	28-1	25-2	15-9	19-4	24-5	19-3	19-3	29-7
16—Fort William.....	36-0	40-3	19-5	28-6	25-1	18-2	21-2	26-4	21-9	19-3	37-2
17—Hamilton.....	34-4	39-6	19-0	28-8	24-7	16-4	19-5	24-7	20-7	17-6	32-1
18—Kirkland Lake.....	35-4	39-0	19-5	29-4	26-8	18-1	22-6	25-8	.....	19-2	34-8
19—London.....	33-8	39-0	19-5	27-8	26-1	17-0	19-9	24-8	20-8	17-5	30-6
20—North Bay.....	35-4	38-7	21-0	28-2	31-8	16-5	.....	25-8	22-4	19-1	29-7
21—Oshawa.....	33-2	39-8	18-8	26-0	23-3	16-2	.....	25-2	20-5	17-2	30-0
22—Ottawa.....	34-1	39-5	18-2	28-5	25-4	16-2	21-4	24-4	21-5	17-0	29-7
23—Sault Ste. Marie.....	35-8	38-7	20-2	28-6	26-0	17-2	.....	26-0	22-3	18-7	33-0
24—Sudbury.....	33-8	38-0	19-8	28-8	26-5	18-0	.....	23-4	21-8	18-5	30-3
25—Toronto.....	33-5	39-6	19-2	27-6	23-6	16-5	20-0	24-3	20-6	16-6	28-8
26—Windsor.....	35-4	39-4	19-2	28-4	25-4	17-1	21-0	23-3	m 16-9	.....	30-6
Manitoba—											
27—Winnipeg.....	35-5	41-0	17-5	28-1	24-9	17-0	22-2	26-4	m 18-4	18-9	36-9
Saskatchewan—											
28—Regina.....	36-0	40-7	17-2	30-7	25-0	18-2	24-3	29-5	22-9	21-6	33-6
29—Saskatoon.....	34-8	40-8	16-5	28-3	24-8	18-8	23-5	28-7	22-9	21-2	36-6
Alberta—											
30—Calgary.....	33-8	40-3	16-4	29-6	24-3	17-3	25-2	31-2	21-9	22-8	32-7
31—Edmonton.....	35-1	41-7	16-4	30-6	24-2	18-0	22-6	30-1	22-2	22-0	35-1
British Columbia—											
32—Prince Rupert.....	37-4	40-8	18-0	31-0	27-0	19-8	23-9	32-8	m 20-5	m 20-1	37-2
33—Trail.....	35-8	39-8	18-0	31-8	.....	20-6	25-9	32-9	m 21-0	m 21-4	34-5
34—Vancouver.....	36-1	39-9	17-5	27-6	23-9	16-9	22-4	29-5	m* 15-6	m* 15-9	32-1
35—Victoria.....	36-2	39-4	18-4	28-6	23-0	16-8	21-0	29-7	m* 19-1	m* 17-8	29-7

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

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Locality	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	\$
Newfoundland—									
1—St. John's.....		49.0	12.5	34.2	26.3	61.5	124.6		23.04
P.E.I.—					n		v		
2—Charlottetown.....	23.2	25.5	10.8	27.0	27.6	46.5	115.5		17.50
Nova Scotia—									
3—Halifax.....	21.2	30.8	9.6	28.7	24.3	46.1	113.2		19.44
4—Sydney.....	25.6	28.2	10.7	29.8	n 26.0	46.6	v 118.8		13.60
New Brunswick—					n				
5—Moncton.....	21.8	30.2	10.3	28.1	25.7	46.0	108.3		18.75
6—Saint John.....	21.7	29.8	10.4	27.7	n 26.7	47.6	v 113.7		19.44
Quebec—					n		v		
7—Chicoutimi.....	18.5	32.7	12.7	28.3	28.0	55.5	111.6	29.00	
8—Hull.....	18.9	31.4	10.6	26.9	n 25.1	51.8	110.7	28.50	
9—Montreal.....	17.6	29.8	10.8	28.9	n 25.2	53.6	107.2	27.09	
10—Quebec.....	17.8	27.3	11.0	27.9	n 25.8	55.1	110.4	28.88	
11—Sherbrooke.....	17.7	29.0	11.1	28.6	n 24.7	54.3	108.6	26.75	
12—Sorel.....	17.5	33.7	11.9	26.6	n 22.8	52.6	109.0	26.25	
13—Three Rivers.....	18.3	27.1	10.9	27.2	n 24.7	54.2	v 110.7	27.20	
Ontario—					n				
14—Brantford.....	18.8	38.5	9.9	29.3	22.8	51.8	102.3	26.25	
15—Cornwall.....	19.1	35.5	10.5	28.3	n 24.1	52.3	107.4	28.45	
16—Fort William.....	20.2	54.1	11.0	25.9	n 24.9	50.8	105.1	26.32	
17—Hamilton.....	19.1	36.1	9.4	29.3	23.2	53.6	104.7	25.19	
18—Kirkland Lake.....	19.8	40.2	11.6	29.2	26.4	55.2	100.2	33.38	
19—London.....	19.0	33.6	9.2	27.8	22.7	48.7	105.0	26.00	
20—North Bay.....	20.3	38.0	9.4		n 23.0	53.7	113.6	27.75	
21—Oshawa.....	19.2	33.8	8.5	27.0	n 22.8	54.7	102.2	26.65	
22—Ottawa.....	18.9	32.6	10.0	28.4	n 25.0	52.4	105.8	28.50	
23—Sault Ste. Marie.....	19.7	44.4	9.9	29.2	23.6	54.7	104.4	25.50	
24—Sudbury.....	19.2	37.6	9.8	26.6	n 24.4		101.2	27.65	
25—Toronto.....	18.9	36.8	8.5	27.6	n 24.1	51.5	102.5	24.67	
26—Windsor.....	19.0	37.6	9.1	31.1	n 25.2	50.5	105.6	26.00	
Manitoba—					n				
27—Winnipeg.....	19.8	32.5	10.5	28.0	26.6	47.5	100.6		21.05
Saskatchewan—									
28—Regina.....	22.4	41.8	11.1	27.5	27.4	48.5	104.0		18.30
29—Saskatoon.....	22.3	50.4	12.5	29.3	27.1	46.5	102.9		17.98
Alberta—					n				
30—Calgary.....	23.6	45.0	12.9	27.5	25.2	48.6	101.4		
31—Edmonton.....	23.2	50.5	14.2	29.6	n 25.3	49.6	105.2		8.25
British Columbia—									
32—Prince Rupert.....	25.1	61.3	11.1	27.6	26.4	50.6	101.0		22.90
33—Trail.....	25.3	48.4	12.3	28.1	n 26.4	50.5	98.0		19.75
34—Vancouver.....	20.3	56.1	10.2	25.7	n 23.6	47.5	98.7		20.56
35—Victoria.....	21.1	51.5	11.2	27.0	24.0	46.5	102.3		21.68

carton and loose. (h) Evaporated milk 17.0¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—
 Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. * Revised price.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Consumer Price Index, Dominion Bureau of Statistics	Consumer Price Index, Bureau of Labor Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Consumption Price Index	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City			Paris				Cairo		6 Capital Cities	21 Towns
Base Period	1949	1947-49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1938	1935-39 = 1000	1st quarter 1949 = 1000
1922	(a) 74.9	(b) 71.6		(i) 183	(h) 185				(e) 164		110.1	(d) 719	
1926	75.9	75.6		(i) 172	(h) 176				(e) 162	125	106.3	(f) 763	
1929	75.8	75.3		(i) 164	(h) 171				(e) 161	118	106.6	(f) 1150	758
1933	58.8	55.3		(i) 140	(h) 151				(e) 151	99	93.2		600
1939	63.2	59.4	100.0	(i) 158	(h) 178	(m) 108		107.5	(e) 138	103	99.9	1020	748
1940	65.7	59.4	100.0	(i) 184	(h) 205	(m) 129		122.5	(e) 151	113	103.4	1051	782
1941	69.6	62.9	104.4	(i) 199	(h) 226	(m) 150		141.7	(e) 174	138	108.2	1111	810
1944	74.6	75.2	199.1	(i) 201	(h) 295	(m) 285		158.2	(e) 207	279	128.8	1270	872
1945	75.0	76.9	213.5	(i) 203	(h) 295	(m) 393		157.5	(e) 209	293	132.2	1270	884
1946	77.5	83.4	266.7	(i) 203	(h) 291	(m) 645		160.3	(e) 208	287	134.1	1278	891
1947	84.8	95.5	300.3	(i) 203	(h) 291	(m) 1030	4575	162.1	(e) 217	279	139.7	1309	919
1948	97.0	102.8	318.9	(i) 108	(h) 99	(m) 1632	4847	172.4	(e) 224	281	147.8	1392	992
1949	100.0	101.8	336.0	(i) 111	(h) 100	(m) 1818	4915	175.9	(e) 222	293	153.2	1528	1009
1950	102.9	102.8	356.2	(i) 114	(h) 101	(m) 1945	4849	177.7	(e) 228	278	159.3	1669	1066
1951	113.7	111.0	401.0	(i) 124	(h) 109	(m) 130.1	5320	207.5	(e) 166.7	319	171.0	1906	1183
1952	116.5	113.5		(i) 102.6	(h) 118	145.4	5546	223.0	(e) 171.0		185.8	2327	1275
1952—March	116.9	112.4	448.8	100.6		148.1	5475	220.3	(e) 170.8	326	182.1	2366	1263
April	116.8	112.9	451.3	100.2		146.6	5501	223.1	(e) 170.1	325	182.9		
May	115.9	113.0	457.8	102.2		144.5	5522	223.6	(e) 170.8	322	183.5		
June	116.0	113.4	463.9	103.9	115	143.1	5559	225.1	(e) 171.3	321	185.1	2488	1270
July	116.1	114.3	463.9	103.8		142.8	5572	224.8	(e) 170.9	320	184.4		
August	116.0	114.3	466.6	103.2	122	144.8	5575	225.2	(e) 171.3	317	185.3		
September	116.1	114.1	464.1	103.0		145.7	5615	224.9	(e) 171.6	316	190.3	2524	1284
October	116.0	114.2	465.0	103.9		144.9	5626	224.3	(e) 171.1	298	191.4		
November	116.1	114.3		103.8	123	144.4	5633	224.2	(e) 171.2	298	191.4		
December	115.8	114.1		104.5		145.4	5612	224.3	(e) 171.0	296	190.6	2530	1294
1953—January	115.7	113.9		104.4		145.6	5603	223.9	(e) 169.9	296	189.5		
February	115.5	113.4		104.7	123	146.0	5614		(e) 169.5	296	188.9		
March	114.8	113.6		105.4		145.2			(e) 169.3		189.4		
April	114.6	113.7				144.7					189.9		1306
May	114.4												

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. (j) 1947 average is for first half of year. (k) Series on June, 1947 base. (l) Average of quarterly indexes. (m) Annual averages 1938-1950 are on base 1938 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935=1939 = 100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	Apr. 1952	Mar. 1953	Apr. 1953
All Commodities										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	240.2	226.0	226.8	221.9	219.6
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	218.6	210.3	214.1	201.5	197.3
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	297.7	248.2	248.3	238.7	234.4
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	295.9	251.5	253.9	241.6	241.6
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	285.5	291.0	286.5	290.9	289.9
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	208.7	219.0	218.7	221.4	221.5
VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	180.6	172.9	176.0	174.7	170.7
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	169.8	173.9	174.3	175.2	174.4
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	187.3	186.1	181.8	176.5	176.2
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	237.9	218.7	221.3	209.8	205.7
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	242.4	230.7	230.6	229.2	227.9
*(General Building Materials.....	76.2	125.9	112.6	89.1	102.0	289.8	287.5	285.7	287.6	285.3
Residential Building Materials.....			112.4	89.0	102.3	286.2	284.8	284.9	283.4	283.6
Canadian Farm Products Total.....			140.8	69.3	92.6	268.6	247.2	283.8	220.8	214.5
Field.....			137.2	69.3	83.7	200.4	216.9	234.0	177.3	173.0
Animal.....			144.4	69.2	101.5	336.9	277.5	273.7	264.3	260.0

† Gold is included from 1935 to date.
 * Arithmetically converted from base 1926 = 100.
 The indexes for 1933 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January.....	14‡	14	2,136‡	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	13	21	4,524	5,450	33,018	0.04
April.....	14	21	2,790	3,562	29,120	0.03
May.....	17	30	2,740	4,748	36,127	0.04
Cumulative totals.....	69		14,638		153,092	0.04
1952						
January.....	13‡	13	5,374‡	5,374	71,145	0.09
February.....	12	22	12,394	13,048	47,603	0.06
March.....	16	25	2,877	5,186	65,272	0.08
April.....	22	37	8,418	12,121	178,713	0.21
May.....	30	44	14,853	23,360	248,575	0.30
Cumulative totals.....	93		43,916		611,308	0.15

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

†The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to May, 1953				
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Flour, cereal and feed mill workers, Peterborough, Ont., and Saskatoon, Sask.	2	596	8,000	Commenced April 22; for new agree- ments providing for increase wages, reduced hours from 44 to 40 per week and other changes follow- ing reference to conciliation board; unterminated.
<i>Animal Foods—</i> Packinghouse workers, Stratford, Ont.	1	39	400	Commenced March 6; for a new agreement providing for increased wages and reduced hours from 45 to 40 per week with guaranteed 36 hour week following reference to conciliation board; terminated May 12; conciliation; compromise.
<i>Textiles, Clothing, etc.—</i> Clothing and hosiery factory workers, Montreal, P.Q.	2	290	5,000	Commenced November 25, 1952; for a new agreement providing for increased wages and other changes following reference to arbitration board; partial return of workers; unterminated.
Cotton, jute and paper bag factory workers, Vancouver, B.C.	1	71	500	Commenced April 16; for a new agreement providing for increased wages following reference to con- ciliation board; terminated May 12; negotiations; in favour of workers.
<i>Metal Products—</i> Jewellery factory workers, Vancouver, B.C.	5	41	800	Commenced December 8, 1952; for implementation of award of con- ciliation board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; untermi- nated.
Aluminum ware factory workers, Wallaceburg, Ont.	1	90	1,800	Commenced March 23; for a new agreement providing for increased wages, extension of relief periods for moulders and hospital and accident insurance plan; unter- minated.
Household appliances factory workers, Guelph, Ont.	1	198	1,500	Commenced April 7; for a greater increase in wages than recom- mended by conciliation board and other changes in new agreement under negotiations; terminated May 12; conciliation; compromise.
Zinc alloy die casting factory workers, Wallaceburg, Ont.	1	63	1,060	Commenced April 22; for a union agreement providing for increased wages retroactive to Oct. 30, 1952, and other changes following refer- ence to conciliation board; unter- minated.
Non-Metallic Minerals, <i>Chemicals, etc.—</i> Chemical factory workers, Elmira, Ont.	1	⁽³⁾ 128	1,120	Commenced April 20; for a union agreement providing for increased wages and other changes following reference to conciliation board; terminated May 12; conciliation; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to May, 1953—Concluded				
TRANSPORTATION AND PUBLIC UTILITIES— <i>Miscellaneous—</i> Grain elevator workers, New Westminster and Vancouver, B.C.	5	275	1,100	Commenced February 16; for a new agreement providing for increased wages, premium for dust, job classification and pay for eight statutory holidays instead of six following reference to conciliation board; terminated May 6; conciliation; compromise.
TRADE— Variety store clerks, Weyburn, Sask.	1	10	200	Commenced April 11; for a union agreement providing for increased wages; terminated May 27; return of workers pending reference to conciliation board; indefinite.
SERVICE— <i>Business and Personal—</i> Garage workers, Saint John, N.B.	1	22	500	Commenced February 9; for union recognition and implementation of award of conciliation board providing for increased wages in union agreement; untermiated.
Garage workers, Fort William and Port Arthur, Ont.	7	185	3,330	Commenced April 27; for a new agreement providing for increased wages retroactive to March 1 instead of April 9 and reduced hours from 46½ per week to 44 following reference to conciliation board; terminated May 23; conciliation and negotiations; in favour of workers.
Strikes and Lockouts Commencing During May, 1953				
MINING— Coal miners, Thorburn, N.S.	1	267	267	Commenced May 8; protesting lay-off of 33 workers during pumping operations; terminated May 11; return of workers; in favour of employer.
Coal miners, Canmore, Alta.	1	265	1,060	Commenced May 11; dispute <i>re</i> allocation of new houses; terminated May 14; negotiations; indefinite.
Silver and lead miners, Alice Arm, B.C.	1	100	1,150	Commenced May 15; for a new agreement providing for increased wages and union security following reference to conciliation board; untermiated.
MANUFACTURING— <i>Rubber and Its Products—</i> Tire factory workers, Hamilton, Ont.	1	⁽⁴⁾ 331	825	Commenced May 20; protesting piecework rate on new tire machine; terminated May 22; return of workers pending settlement; indefinite.
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Preston, Ont.	2	⁽⁵⁾ 258	1,030	Commenced May 26; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week following reference to conciliation board; untermiated.
<i>Textiles, Clothing, etc.—</i> Knitting factory workers, Plessisville, P.Q.	1	72	700	Commenced May 19; for a new agreement incorporating cost-of-living bonus in basic rate, seniority, etc., following reference to arbitration board; untermiated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During May, 1953—Concluded				
<i>Pulp, Paper and Paper Products—</i> Building board factory workers, South Nelson, N.B.	1	40	980	Commenced May 2; for a union agreement providing for increased wages and reduced hours from 54 to 48 per week following reference to conciliation board; untermi- nated.
<i>Miscellaneous Wood Products—</i> Lumber mill workers, South Nelson, N.B.	1	65	1,170	Commenced May 9; for a union agreement providing for increased wages and alleged discrimination in dismissal of two workers; termi- nated May 30; negotiations; in favour of workers.
<i>Metal Products—</i> Skate factory workers, Kitchener, Ont.	1	68	745	Commenced May 14; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; untermi- nated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Monument cutters, Toronto, Ont.	9	65	390	Commenced May 22; for a new agreement providing for increased wages, pay for eight statutory holi- days and health and welfare plan following reference to conciliation board; untermi- nated.
CONSTRUCTION— <i>Buildings and Structures—</i> Building trades workers, Sarnia, Ont.	.....	700	175	Commenced May 11; protest against employment of non-union labour; terminated May 11; negotiations; indefinite, result not reported.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Other Local and Highway—</i> Truck drivers, warehouse- men and helpers, Windsor, Ont.	1	30	175	Commenced May 3; protesting dis- missal of two drivers for cause; terminated May 11; return of workers pending reference to arbi- tration; indefinite.
TRADE— Grocery and snack bar clerks, Duncan, B.C.	1	4	50	Commenced May 10; for increased wages and overtime rates for work on statutory holidays; termi- nated May 28; replacement; in favour of employer.
Wholesale drug warehouse workers, Vancouver, B.C.	1	70	490	Commenced May 11; for a new agreement providing for increased wages following reference to con- ciliation board; terminated May 20; negotiations; compromise.
Hardware warehouse workers, Vancouver, B.C.	1	160	800	Commenced May 25; for a new agreement providing for increased wages following reference to con- ciliation board; untermi- nated.
SERVICE— <i>Public Administration—</i> Civic employees, Saanich, B.C.	1	180	360	Commenced May 28; for a new agreement providing for increased wages following reference to con- ciliation board; untermi- nated.
<i>Business and Personal—</i> Garage workers, Winnipeg, Man.	1	65	450	Commenced May 22; for implemen- tation of award of conciliation board in union agreement under negoti- ations providing for increased wages and reduced hours; untermi- nated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 60 indirectly affected; (4) 419 indirectly affected; (5) 121 indirectly affected.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Reprints from The Labour Gazette—

PRICE: 10 cents.

Annual Vacations with Pay in Canadian Manufacturing Industries (Aug., 1952.)

The Normal Work Week in Canadian Manufacturing Industries, 1951 (June, 1952.)

Wages, Hours and Working Conditions in the Primary Textile Industry (May, 1952.)

Cost of Living Escalator Clauses in Collective Agreements (Dec., 1951).

Numbers of Workers Affected by Collective Agreements in Canada, by Industry (Dec., 1951).

Annual Report of the Department of Labour (for fiscal year ended March 31, 1952).

PRICE: 25 cents.

Labour Organization in Canada

1952 Report. PRICE: 25 cents.

Strikes and Lockouts in Canada and Other Countries, 1952

PRICE: 15 cents.

Annual Report on Wage Rates and Hours of Labour in Canada

PRICE: 25 cents.

Labour-Management Co-operation Service Publications—

Teamwork in Industry (monthly).

Industrial Democracy at Work.

The Story of Five LMPCs.

Partners in Production No. 2.

Teamwork in Action.

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Co-operation Works Here.

Meters, Motors and Men.

Joint Consultation in the E. B. Eddy Company.

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Making the Most of Your LMPC.

The Foreman and the LMPC.

Labour-Management Co-operation Service.

The Labour Representative on an LMPC.

Duties of an LMPC Chairman.

What Management Men Say about LMPCs.

Provincial Labour Standards

(concerning child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation) PRICE: 10 cents.

2 Minutes of Employment Facts—

(semi-monthly) FREE.

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PRICE: 15 cents.

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PRICE: 10 cents.

No. 1—Joint Councils in Industry.

No. 3—Joint Conference of the Building and Construction Industries in Canada, Ottawa, 1921.

No. 5—Canada and the International Labour Conference.

No. 8—National Conference regarding Winter Employment in Canada.

Canadian Railway Board of Adjustment No. 1

Nos. 9-18—Reports of Proceedings of the Board covering three-year periods from 1923 to 1951.

Labour Legislation in Canada as Existing on December 31, 1948

PRICE: \$2.00.

First Supplement (1949-50) PRICE: 25 cents.

Workmen's Compensation in Canada

(a comparison of provincial laws)

PRICE: 10 cents.

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Forge Shop Occupations.

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Machinist and Machine Operator (Metal).

Mining Occupations.

Motor Vehicle Mechanics and Repairmen.

Optometrist.

Painter.

Plasterer.

Plumber, Pipe Fitter and Steam Fitter.

Printing Trades.

Sheet Metal Worker.

Social Worker.

Technical Occupations in Radio and Electronics.

Tool and Die Maker.

Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local labour market conditions based on an appraisal of the situation in each area. In considering the significance of the number of areas in each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The regular labour market analyses conducted by the Department of Labour in the postwar years indicate that the percentage ranges mentioned are usually symptomatic of the differing labour market situations designated in the above categories.

Information on labour market conditions in local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented

by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets. The behaviour of workers and employers in this market differs in a great many respects from that of sellers and buyers in other markets. Workers are often influenced by other than purely monetary considerations. The hiring and wage policies of employers differ significantly from their practices with respect to other purchases. Flexibility of prices characteristic of many other markets is not at all common in the case of most wage rates.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the map chart on page 975 and in the listing opposite the map.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general, the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the name places appearing in the table giving the classification of labour market areas and in the map include several local office areas, as follows: Montreal includes Montreal and Ste. Anne de Bellevue; Lac St. Jean District includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and St. Joseph d'Alma; Gaspé District includes Causapscal, Chandler, Gaspé, Matane and New Richmond; Trois Rivières includes Trois Rivières and Louiseville; Ottawa-Hull includes Ottawa, Hull and Maniwaki; Toronto includes New Toronto, Toronto and Weston; Vancouver-New Westminster includes Vancouver, New Westminster and Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 115 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Are you looking for a way

- to stimulate job interest among your employees?
- to build up confidence and goodwill?
- to enlist your workers' co-operation for greater efficiency?

If so, you should investigate the value of a Labour-Management Production Committee (LMPC). It can do all of these things—and more. LMPCs have increased production and improved morale in scores of Canadian companies. Here, for example, is what V. Mollison, vice-president of T. G. Bright & Co., Limited, Niagara Falls, Ont., has to say about his committee.

“Our Labour-Management Production Committee has been operating very successfully for the past two years. Through the informal and frank discussions held at our meetings, greater employee interest is being created and more thought is being given by them towards obtaining higher quality, greater efficiency and better all round performance. Suggestions have been received that have aided in reducing costs and conserving materials.

“The benefit the employees receive in discussing freely and openly plant problems concerning working conditions, and production methods, has worked wonders in boosting employee morale.

“We believe that the good feeling and the spirit of mutual trust enjoyed at our meetings has been a very essential factor towards the success of our committee.

“To any industry contemplating the formation of a Labour-Management Production Committee we can highly recommend same as having definite advantages in stimulating job interest and building up confidence and good will between employer and employee.”

If you are interested in learning how to set up an LMPC in your plant, in co-operation with the trade union or certified bargaining agency representing your employees, communicate with the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Ottawa.



DEPARTMENT OF LABOUR
Ottawa

IF you are prepared

- to take your workers into your confidence
- to inform them of production problems
- to welcome and discuss with them their ideas and suggestions

you will find that a Labour-Management Production Committee is an effective method of improving efficiency, promoting mutual understanding and developing teamwork.

An LMPC does not infringe on management's rights or privileges. It acts in an advisory capacity only. It serves as a two-way channel of information—on all plant matters other than collective bargaining—from you to the workers and from the workers to you.

A. Pirrie, plant manager, Gurney Dominion Furnaces Limited, Toronto, says this about the committee in his plant:

“After four years of experience with LMPC meetings in our Gurney Dominion plant, I know they can do much to build up morale and employee attitude. I find these meetings an excellent place to put across to the employees information they should know regarding the many problems that face manufacturers today. “LMPC meetings give an employee an opportunity to express his feelings on many subjects that he would not tell us about otherwise and also make him feel that he is part of this organization and not just another clock number.

“By having a definite system on suggestions made at LMPC meetings, we have speeded up action on many problems that might otherwise be left in abeyance. These suggestions deal with safety, fire protection, better production methods, general shop conditions, short cuts in processing, etc.

“In my opinion, the greatest asset of an LMPC is the excellent labour relation that these meetings create, the fact that labour and management can sit and talk about the many problems that we face today.”

For information on how to set up an LMPC in co-operation with the trade union or certified bargaining agency representing your employees, communicate with the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour, Ottawa.



DEPARTMENT OF LABOUR
Ottawa